

◆ WOMEN ◆
IN THE MANITOBA
LABOUR MARKET

◆ *A Statistical Compendium* ◆



Manitoba
Employment
Services and
Economic Security





**WOMEN IN THE MANITOBA
LABOUR MARKET:
A STATISTICAL COMPENDIUM**

Prepared By:

**Research and Planning Branch
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Economic Security**

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FOREWORD

Women's labour force participation has increased dramatically and continuously during the last twenty years, not only in Manitoba but throughout North America. With this sustained growth in the female labour force has come a myriad of changes in the roles and experiences of women workers. Many women are crossing "traditional" employment barriers and entering occupations previously considered solely the domain of men. However, these changes have been occurring slowly and women continue to earn lower incomes and experience a more limited range of training and employment opportunities than their male counterparts.

This publication presents a variety of statistical information comparing women and men in the labour market. The data includes information on key labour market indicators: working age population, labour force, participation rates, employment, unemployment and unemployment rates. Additional information focuses on wages and salaries, people not in the labour force, educational enrollments, and participation in government training and employment programs. The main purpose is to provide statistical information in support of effective research and policy development in the area of labour market programming responsive to women's evolving interests and needs.

Most of the tables in this compendium compare data for women and men in Manitoba and Canada. It should be noted that labour market information specifically on Manitoba women is in some instances unavailable or of low statistical reliability, particularly for estimates with small values. Several tables in this publication therefore provide data at the national level only.

Highlights of major sections and some description of trends are also included.

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I. INTRODUCTION

I. INTRODUCTION

Between 1966 and 1985, the number of women in the Manitoba labour force grew by 91%. During the same period, the number of men in the Manitoba labour force increased by only 22%. In actual numbers, 108,000 more women compared to 53,000 more men were participating in the provincial labour market, either working or actively looking for work. As a result of this strong influx, women as a proportion of the total Manitoba labour force increased from 33% in 1966 to 43% in 1985. Almost 56% of Manitoba women were labour force participants in 1985 compared with only 37% in 1966.

A number of causal factors have been cited for the continuing increase in women's rate of labour force participation. The following conditions are among the contributing factors:

- women's search for economic well-being and financial security, both for unattached women and those who are part of a family unit;
- changes in consumer demand and industrial structure that have resulted in a strong growth in the proportion of employment opportunities in the service sector where "traditionally-female" jobs predominate;
- changes in social attitudes whereby women and men are changing their perceptions of women's role in society and the workplace;
- transformations in traditional family patterns caused by rapid increases in the number of separations and divorces;
- the postponement of child bearing and a decline in the average number of children per family;
- a rise in the number of women obtaining post-secondary degrees and certificates - women in the higher educated groups have higher rates of labour force participation rates;
- institutional changes such as more effective methods of family planning, improvements and growth in available and affordable child-care, the availability of maternity benefits in the unemployment insurance system, legislated requirements for maternity leave, and improved and expanded training and employment programs.

Despite this tremendous growth in the number and percentage of women in the workforce, women continue to experience more limited training and job opportunities and lower earnings than their male counterparts.

In 1985, almost one-half of employed Manitoba women worked in clerical and service occupations while only 8% worked in managerial and administrative occupations. In comparison, male employment was more evenly distributed among occupations, with 13% working in managerial and administrative jobs and only 15% employed in clerical and service occupations. Women have been making some inroads into the managerial and professional occupations over the past decade but the increase of women in these better paid, more satisfying careers has been small in comparison to the large number of women who continue to obtain employment in lower paying, largely part-time traditionally-female occupations.

Women continue to be under-represented in training and education programs that lead to employment in the more highly skilled occupational categories. During the 1985-86 school year, women constituted about 8% of industrial technology students in Manitoba community colleges and only 1% of provincial apprentices. Just over one-half of all students at Manitoba universities were women, yet they represented only 8% of engineering students and 34% of the enrollment in the faculty of science. It should be noted that women are now entering post-secondary educational institutions in ever increasing numbers and, though students in traditionally female educational pursuits such as nursing, social work and teaching are continuing to represent high proportions of female enrollments, women are also making advances in other more traditionally male fields of study. At the University of Manitoba female students have grown as a proportion of total enrollments from 1979/80 to 1985/86 in the faculties of Administrative Studies (31.4% to 42.5%), Dentistry (0% to 26.4%), Engineering (5.3% to 8.0%), Law (36.4% to 44.0%), Medicine (32.1% to 35.3%) and Natural Resources (0% to 37.9%).

In 1980, Manitoba's working women earned, on average, only 52% of the average income of Manitoba's working men. Part of this gap occurs because women, in general, work fewer hours per week and fewer weeks per year than men. But even in the case of individuals working full-time for a full-year, the disparity is wide. In 1980, Manitoba women working in full-time/full-year employment earned 66% of the average for Manitoba men in the same category. In cases where the type of job is the same, men still tend to receive greater financial rewards. In Winnipeg in 1984, women earned less than men in over 80% of similarly described occupations according to Labour Canada's wage and salary survey.

Data from the Survey of Consumer Finances indicates that the wage gap between men and women, while remaining large, has narrowed somewhat. In Canada, the ratio of women's employment income to that of men for full-time/full-year workers increased steadily from 60% in 1971 to 64% in 1982. In Manitoba, the women/men's ratio was more variable but still appeared to be on a rising trend varying from a low of 61% in 1973 to a high of 67% in 1977 and was at 66% in 1982.

Manitoba's female labour force is expected to continue to expand more quickly than the male labour force over the foreseeable future. The overall rate of employment growth in this period is expected to be highest in the scientific and technical occupations and managerial and administrative occupations. However, these high growth occupations are of small size and the high rate of growth in them is expected to have a lower impact on the total number of jobs available than will moderate rates of growth in many low and semi-skilled occupations. It is likely that with a high volume of less skilled opportunities, women will continue to enter the lower paying occupations. To change this situation will require a rethinking of the traditional employment roles of women from the beginning of their educational experience through to more job specific training later in life.



II. HISTORICAL LABOUR MARKET TRENDS

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Highlights

1. Manitoba's working age population grew at an average annual rate of about 1.5% from 1966 to 1975 as the children of the post-war baby boom were reaching working age. From 1975 to 1980, the growth in working age population slowed to an annual average of 1.0% as the effects of the baby boom were spent and Manitobans began migrating in larger numbers to the strong economic growth provinces to the west. The period of strongest net interprovincial migration losses actually occurred from 1978 to 1981. From 1980 to 1985 the working age population of the province expanded by 1.1% per year, a slightly faster rate than during the previous five years despite a continual slowing of population growth in Canada as a whole. This is because the economic growth in provinces to the west had weakened and Manitoba's net interprovincial migration turned positive or only slightly negative during the 1982 to 1985 period.
2. Labour force growth in Manitoba occurred at an annual average rate of just over 2% from 1966 to 1980. From 1966 to 1975, the strong rate of population growth was coupled with increasing labour force participation rates as women and young people were entering the job market in increasing numbers. From 1975 to 1980, the labour force continued to expand despite a slowing in population increases as participation rates continued their upward trend. The 1981-83 recession slowed the increases in labour force participation rates as people were discouraged from looking for employment due to a lack of opportunities. This resulted in a more moderate labour force expansion of 1.6% per year from 1980 to 1985.
3. Women dramatically increased their share of the total labour force between 1966 and 1985, from 33% to 43% in Manitoba. Manitoba's female labour force grew by about 108,000 from 1966 to 1985 compared with an increase of only 53,000 in the male labour force. The strongest period

of growth of women in the labour force occurred from 1975 to 1980 when the number of women employed or seeking employment grew by 38,000 in total or an average of 4.8% per year compared to an increase of 9,000 in total or 0.6% per year for men. From 1980 to 1985 women continued to dominate the growth in the Manitoba labour force with an increase of 30,000 in total or an average of 3.0% per year compared to a rise of 9,000 in total or 0.6% per year for men.

4. The stronger growth in the women's labour force has been almost totally due to rapidly rising female participation rates. Women's proportion of working age population increased marginally over the 1966-85 period but this accounted for only a small part of the increase in the proportion of the labour force accounted for by women. In Manitoba, women's participation rates rose from 37.0% in 1966 to 55.7% in 1985. During the same period, the participation rate among Manitoba men declined slightly from 78.5% to 76.5%.
5. Employment has also increased dramatically among Manitoba women. Between 1966 and 1985, the number of women employed in the province grew by 94,000 compared to an increase of 34,000 for men. Thus, about 73% of the province's net growth in jobs between 1966 and 1985 went to women. The strongest period of absolute growth occurred from 1975 to 1980 when 35,000 more women became employed compared to 6,000 men. From 1980 to 1985 women represented more than 100% of the total employment growth in the province as female employment rose by 23,000 and male employment actually declined by 1,000.
6. Along with the expanding degree of labour force activity, the number of Manitoba women unemployed also increased. From 5,000 women unemployed in 1966, the number of jobless women rose to 19,000 in 1985. Nationally, women's share of total unemployment rose from about 31% to almost 44% between 1966 and 1985. In Manitoba, this proportion appeared to decline slightly (from 50% to 44%); however, estimates of provincial unemployment prior to 1975 should be viewed with caution due to statistical sampling error and rounding of small estimates.

7. Throughout the 1966-81 period, Manitoba's unemployment rate for women consistently exceeded the rate for men. The severe recession that swept the country from 1981 to 1983 impacted most strongly on the goods-producing sector of the economy. This sector includes mostly industries which employ high proportions of men. Layoffs in these industries were more numerous during the recession than were layoffs in the service producing industries which employ high proportions of women. As a result, men's unemployment rates rose above women's unemployment rates in both 1982 and 1983. In 1984 and 1985, with economic recovery well underway, conditions in the goods-producing sector improved and men's unemployment rates moved below women's unemployment rates once again.
8. Unemployment rates tended to increase through the 1966-85 period. From 2.8% in 1966, the overall Manitoba rate peaked at 9.4% in 1983, then declined to 8.1% by 1985. Because men were more adversely affected by the recession, their unemployment rate peaked at 9.7% in 1983, higher than the women's peak of 9.0% in that year. Subsequently, the men's rate has declined to 7.9% in 1985 while the women's rate declined to 8.5%. While decreasing, these rates remain considerably higher than those experienced prior to the recession when women's unemployment rates rose from a low of 4.1% in 1967 to a high of 7.4% in 1978 and men's unemployment rates varied from a low of 2.1% in 1966 to a high of 6.0% in 1978.

TABLE 1
WORKING AGE POPULATION BY SEX
MANITOBA AND CANADA, 1966-1985

(000)

	MANITOBA			CANADA		
	MEN	WOMEN	BOTH SEXES	MEN	WOMEN	BOTH SEXES
1966	309	320	629	6,453	6,630	13,083
1967	312	324	635	6,633	6,810	13,444
1968	317	330	647	6,808	6,997	13,805
1969	323	335	659	6,983	7,179	14,162
1970	328	340	668	7,162	7,366	14,528
1971	333	344	677	7,329	7,543	14,872
1972	337	348	685	7,479	7,707	15,186
1973	341	353	695	7,642	7,884	15,526
1974	347	360	707	7,834	8,090	15,924
1975	352	366	717	8,026	8,297	16,323
1976	357	372	729	8,207	8,494	16,701
1977	361	377	738	8,373	8,678	17,051
1978	364	381	746	8,526	8,851	17,377
1979	365	383	748	8,680	9,022	17,702
1980	366	385	751	8,847	9,206	18,053
1981	367	389	756	8,999	9,376	18,375
1982	371	394	765	9,136	9,528	18,664
1983	376	399	774	9,255	9,662	18,917
1984	380	403	784	9,363	9,785	19,148
1985	387	408	795	9,468	9,904	19,372

SOURCES: Statistics Canada, Historical Labour Force Statistics - Actual Data, Seasonal Factors, Seasonally Adjusted Data, 71-201.

Manitoba Department of Labour and Manpower, Research Branch estimates using Labour Force Survey historical data for Manitoba, by sex, 1966-74.

NOTE: Totals may not add due to rounding.

TABLE 2
LABOUR FORCE BY SEX
MANITOBA AND CANADA, 1966-1985

(000)

	MANITOBA			CANADA		
	MEN	WOMEN	BOTH SEXES	MEN	WOMEN	BOTH SEXES
1966	243	119	361	5,147	2,346	7,493
1967	242	123	365	5,261	2,485	7,747
1968	250	133	382	5,354	2,597	7,951
1969	253	131	383	5,465	2,728	8,194
1970	255	136	392	5,571	2,824	8,395
1971	258	144	402	5,667	2,972	8,639
1972	262	146	408	5,797	3,101	8,897
1973	266	156	421	5,973	3,303	9,276
1974	275	160	435	6,163	3,477	9,639
1975	278	159	437	6,294	3,680	9,974
1976	277	170	446	6,368	3,836	10,203
1977	279	176	455	6,505	3,996	10,500
1978	285	185	470	6,657	4,239	10,895
1979	287	189	476	6,811	4,420	11,231
1980	287	197	484	6,935	4,638	11,573
1981	287	203	490	7,053	4,851	11,904
1982	285	211	496	7,031	4,926	11,958
1983	290	218	508	7,098	5,084	12,183
1984	295	220	515	7,169	5,231	12,399
1985	296	227	523	7,257	5,382	12,639

SOURCES: Statistics Canada, Historical Labour Force Statistics - Actual Data, Seasonal Factors, Seasonally Adjusted Data, 71-201.

Manitoba Department of Labour and Manpower, Research Branch estimates using Labour Force Survey historical data for Manitoba, by sex, 1966-74.

NOTE: Totals may not add due to rounding.

TABLE 3
PARTICIPATION RATES BY SEX
MANITOBA AND CANADA, 1966-1985

	MANITOBA			CANADA		
	MEN	WOMEN	BOTH SEXES	MEN	WOMEN	BOTH SEXES
1966	78.5%	37.0%	57.4%	79.8%	35.4%	57.3%
1967	77.6	38.0	57.4	79.3	36.5	57.6
1968	79.0	40.5	59.0	78.6	37.1	57.6
1969	78.2	39.0	58.1	78.3	38.0	57.9
1970	77.9	40.1	58.7	77.8	38.3	57.8
1971	77.5	41.9	59.3	77.3	39.4	58.1
1972	77.7	42.0	59.6	77.5	40.2	58.6
1973	77.9	44.2	60.7	78.2	41.9	59.7
1974	79.3	44.4	61.5	78.7	43.0	60.5
1975	79.0	43.4	60.9	78.4	44.4	61.1
1976	77.5	45.6	61.2	77.6	45.2	61.1
1977	77.2	46.7	61.6	77.7	46.0	61.6
1978	78.1	48.6	63.0	78.1	47.9	62.7
1979	78.6	49.4	63.6	78.5	49.0	63.4
1980	78.6	51.1	64.5	78.4	50.4	64.1
1981	78.2	52.2	64.8	78.4	51.7	64.8
1982	76.9	53.5	64.9	77.0	51.7	64.1
1983	77.3	54.6	65.6	76.7	52.6	64.4
1984	77.5	54.6	65.7	76.6	53.5	64.8
1985	76.5	55.7	65.8	76.7	54.3	65.2

SOURCES: Statistics Canada, Historical Labour Force Statistics - Actual Data, Seasonal Factors, Seasonally Adjusted Data, 71-201.

Manitoba Department of Labour and Manpower, Research Branch estimates using Labour Force Survey historical data for Manitoba, by sex, 1966-74.

TABLE 4
EMPLOYED BY SEX
MANITOBA AND CANADA, 1966-1985

(000)

	MANITOBA			CANADA		
	MEN	WOMEN	BOTH SEXES	MEN	WOMEN	BOTH SEXES
1966	238	114	351	4,975	2,267	7,242
1967	236	118	354	5,058	2,393	7,451
1968	241	127	367	5,110	2,483	7,593
1969	246	125	371	5,230	2,601	7,832
1970	243	128	371	5,260	2,660	7,919
1971	245	135	379	5,329	2,775	8,104
1972	250	137	386	5,460	2,885	8,344
1973	256	147	402	5,678	3,083	8,761
1974	267	153	419	5,870	3,255	9,125
1975	267	150	417	5,903	3,381	9,284
1976	264	161	425	5,964	3,513	9,477
1977	264	164	428	6,032	3,619	9,651
1978	268	172	439	6,156	3,830	9,987
1979	273	177	450	6,362	4,033	10,395
1980	273	185	458	6,459	4,249	10,708
1981	271	190	461	6,559	4,447	11,006
1982	261	193	454	6,254	4,390	10,644
1983	262	198	460	6,240	4,495	10,734
1984	271	200	472	6,367	4,633	11,000
1985	272	208	480	6,508	4,804	11,311

SOURCES: Statistics Canada, Historical Labour Force Statistics - Actual Data, Seasonal Factors, Seasonally Adjusted Data, 71-201.

Manitoba Department of Labour and Manpower, Research Branch estimates using Labour Force Survey historical data for Manitoba, by sex, 1966-74.

NOTE: Totals may not add due to rounding.

TABLE 5
UNEMPLOYED BY SEX
MANITOBA AND CANADA, 1966-1985

(000)

	MANITOBA			CANADA		
	MEN	WOMEN	BOTH SEXES	MEN	WOMEN	BOTH SEXES
1966	5	5	10	172	79	251
1967	6	5	11	203	93	296
1968	9	6	15	245	113	358
1969	7	6	12	235	127	362
1970	12	8	21	312	164	476
1971	13	9	23	338	197	535
1972	12	9	22	337	216	553
1973	10	9	19	295	220	515
1974	8	7	16	293	221	514
1975	11	9	20	391	299	690
1976	12	8	21	404	322	726
1977	15	12	27	473	377	849
1978	17	14	31	500	408	908
1979	13	12	25	449	387	836
1980	15	12	27	476	389	865
1981	16	13	29	494	404	898
1982	25	17	42	778	537	1,314
1983	28	20	48	859	590	1,448
1984	23	20	43	802	598	1,399
1985	23	19	43	750	578	1,328

SOURCES: Statistics Canada, Historical Labour Force Statistics - Actual Data, Seasonal Factors, Seasonally Adjusted Data, 71-201.

Manitoba Department of Labour and Manpower, Research Branch estimates using Labour Force Survey historical data for Manitoba, by sex, 1966-74.

NOTE: Totals may not add due to rounding.

TABLE 6
UNEMPLOYMENT RATES BY SEX
MANITOBA AND CANADA, 1966-1985

	MANITOBA			CANADA		
	MEN	WOMEN	BOTH SEXES	MEN	WOMEN	BOTH SEXES
1966	2.1%	4.2%	2.8%	3.3%	3.4%	3.4%
1967	2.5	4.1	3.0	3.9	3.7	3.8
1968	3.6	4.5	3.9	4.6	4.4	4.5
1969	2.6	4.2	3.2	4.3	4.7	4.4
1970	4.9	6.3	5.3	5.6	5.8	5.7
1971	5.2	6.6	5.7	6.0	6.6	6.2
1972	4.8	6.5	5.4	5.8	7.0	6.2
1973	3.8	5.8	4.6	4.9	6.7	5.5
1974	3.1	4.7	3.6	4.8	6.4	5.3
1975	4.0	5.5	4.5	6.2	8.1	6.9
1976	4.4	5.0	4.7	6.3	8.4	7.1
1977	5.4	6.7	5.9	7.3	9.4	8.1
1978	6.0	7.4	6.5	7.5	9.6	8.3
1979	4.7	6.3	5.3	6.6	8.8	7.4
1980	5.1	6.1	5.5	6.9	8.4	7.5
1981	5.6	6.5	5.9	7.0	8.3	7.5
1982	8.6	8.2	8.5	11.1	10.7	11.0
1983	9.7	9.0	9.4	12.1	11.6	11.9
1984	7.9	8.9	8.3	11.2	11.4	11.3
1985	7.9	8.5	8.1	10.3	10.7	10.5

SOURCES: Statistics Canada, Historical Labour Force Statistics - Actual Data, Seasonal Factors, Seasonally Adjusted Data, 71-201.

Manitoba Department of Labour and Manpower, Research Branch estimates using Labour Force Survey historical data for Manitoba, by sex, 1966-74.

TABLE 7

WOMEN AS A PERCENTAGE OF LABOUR MARKET VARIABLE TOTALS
MANITOBA AND CANADA, SELECTED YEARS, 1966-1985

	1966	1970	1975	1980	1985
Manitoba					
Labour Force	33.0%	34.7%	36.4%	40.7%	43.4%
Employed	32.5	34.5	35.9	40.4	43.3
Unemployed	50.0	38.1	45.0	44.4	44.2
Canada					
Labour Force	31.3	33.6	36.9	40.1	42.6
Employed	31.3	33.6	36.4	39.7	42.5
Unemployed	31.5	34.5	43.3	45.0	43.5

SOURCE: Calculated from Tables 2, 4 and 5.

TABLE 8

GROWTH IN WOMEN'S LABOUR FORCE AND EMPLOYMENT AS A PERCENTAGE OF TOTAL GROWTH - MANITOBA AND CANADA, SELECTED PERIODS, 1966-1985

	LABOUR FORCE GROWTH			EMPLOYMENT GROWTH		
	BOTH SEXES (000)	WOMEN (000)	WOMEN/ BOTH SEXES (%)	BOTH SEXES (000)	WOMEN (000)	WOMEN/ BOTH SEXES (%)
Manitoba						
1966-70	31	17	54.8%	20	14	70.0%
1970-75	45	23	51.1	46	22	47.8
1975-80	47	38	80.9	41	35	85.4
1980-85	39	30	76.9	22	23	104.5
Canada						
1966-70	902	478	53.0	677	393	58.1
1970-75	1,579	856	54.2	1,365	721	52.8
1975-80	1,599	958	59.9	1,424	868	61.0
1980-85	1,066	744	69.8	603	555	92.0

SOURCE: Calculated from Tables 2 and 4.

TABLE 9

AVERAGE PERCENTAGE GROWTH¹ IN LABOUR MARKET VARIABLES BY SEX
MANITOBA AND CANADA, SELECTED PERIODS, 1966-1985

	MANITOBA			CANADA		
	WORKING AGE POPULATION	LABOUR FORCE	EMPLOYED	WORKING AGE POPULATION	LABOUR FORCE	EMPLOYED
Both Sexes						
1966-70	1.6%	2.1%	1.4%	2.8%	3.0%	2.3%
1970-75	1.5	2.3	2.5	2.5	3.8	3.4
1975-80	1.0	2.2	2.0	2.1	3.2	3.1
1980-85	1.1	1.6	1.0	1.5	1.8	1.1
Men						
1966-70	1.5	1.2	0.5	2.8	2.1	1.4
1970-75	1.5	1.8	2.0	2.4	2.6	2.4
1975-80	1.0	0.6	0.4	2.0	2.0	1.9
1980-85	1.1	0.6	0.0	1.4	0.9	0.0
Women						
1966-70	1.6	3.6	3.1	2.8	5.1	4.3
1970-75	1.5	3.4	3.4	2.5	6.1	5.4
1975-80	0.8	4.8	4.7	2.2	5.2	5.1
1980-85	1.2	3.0	2.5	1.5	3.2	2.6

SOURCE: Calculated from Tables 1, 2 and 4.

¹Average percentage growth is the total percentage growth over the period divided by the number of years in the period.

III. TRENDS IN PARTICIPATION RATES

III. TRENDS IN PARTICIPATION RATES

Highlights

1. In both Manitoba and Canada in 1975 and 1985, participation rates for women were higher among 20-54 year olds than for other age groups, with the highest rates among women 20-24 years of age. Participation rates for men tended to be higher within the 25-54 year age range, with the highest rate among men 35-44 years of age. In both 1975 and 1985, participation rates were higher for men than for women in all age groups although the difference was minimal for 15-19 year olds by 1985.
2. Participation rates tended to be highest among women who were single, more highly educated, and household heads or single children living at home. Men's participation rates tended to be highest among married men, the more highly educated, household heads and spouses.
3. Participation rates among women increased significantly in all age groups between 1975 and 1985 with the largest increases occurring among 25-44 year olds. Men's participation rates declined slightly for all age groups during that time, with the largest declines occurring among men 55 and over and 15-19 year olds. Overall women's participation rates increased from 43.4% in 1975 to 55.7% in 1985, while men's participation rates declined from 79.0% to 76.5%.
4. An important factor to note here is the changing of the pattern of labour force involvement of women through their life cycle. The labour force participation of men has always increased as they complete their education, peaked in the 35-44 year age group, then declined slowly until retirement. In the past women exhibited a much different pattern with the highest rates of participation occurring when they left school, declining significantly when they married and began to raise children, rising only slightly when their children began school,

then declining again as they approach retirement. By 1985, this pattern had been largely altered, with the trends in women's labour force participation throughout their lifetime becoming more similar to those of men. Women's labour force participation still peaks earlier than men's, but the subsequent decline when they reach child bearing age is now much less noticeable. Women's labour force participation rates now decline significantly only after age 55, where more traditional labour force values are still in play.

5. Participation rates rose from 1975 to 1985 for all women regardless of marital or family status. The largest increases occurred for married women of all ages and those women regarded as members of a family. The decline in male participation rates was concentrated among married men over 25 and those considered household heads.
6. In terms of educational status, the strong increase in women's labour force participation rates has occurred among all groups with more than 8 years of education. Men's participation rates increased slightly for those with post-secondary education, but declined in the lower educational categories.
7. Manitoba's participation rates for both men and women have tended to remain fairly close to the Canadian aggregate rates, with the province's participation rate for either sex being slightly higher over most of the 1966-85 period.

TABLE 10

PARTICIPATION RATES BY SEX, BY AGE AND MARITAL STATUS
MANITOBA AND CANADA, 1975 AND 1985

	MANITOBA				CANADA			
	MEN		WOMEN		MEN		WOMEN	
	1975	1985	1975	1985	1975	1985	1975	1985
<u>Age</u>								
15-19	62.8%	58.7%	47.2%	58.2%	54.6%	53.7%	47.4%	52.1%
20-24	88.0	87.3	67.6	78.3	85.0	84.0	67.0	74.9
25-34	96.0	95.0	49.7	73.2	95.2	94.0	52.9	70.7
35-44	97.6	96.5	50.2	73.4	96.1	95.4	51.5	70.0
45-54	94.7	92.6	51.2	68.9	92.7	91.2	46.1	61.3
55-64	82.0	72.7	33.4	36.5	79.3	70.2	30.8	33.8
65+	19.0	15.1	N/A	N/A	18.5	12.3	4.9	4.2
All Ages	79.0	76.5	43.4	55.7	78.4	76.7	44.4	54.3
<u>Marital Status</u>								
15-24	74.8	74.1	57.2	69.2	68.8	70.1	56.8	64.6
Single	70.0	71.1	57.2	68.0	63.3	67.0	56.4	63.0
Married	93.9	95.1	56.3	73.5	92.5	91.5	57.8	69.6
Other	N/A	N/A	N/A	N/A	79.3	85.2	57.3	63.2
25+	80.6	77.1	38.8	52.0	81.9	78.6	40.0	51.6
Single	74.4	76.3	61.4	71.6	77.2	79.1	67.4	71.2
Married	84.4	79.6	39.5	54.0	84.5	80.5	39.2	53.3
Other	44.3	54.1	26.9	36.5	54.2	58.3	30.8	35.9
Total 15+	79.0	76.5	43.4	55.7	78.4	76.7	44.4	54.3
Single	71.2	72.9	58.3	69.2	66.9	71.1	59.2	65.7
Married	85.1	80.3	41.8	55.7	85.1	80.9	41.6	54.7
Other	45.6	54.4	27.9	36.8	55.6	58.6	31.5	36.4

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529; Labour Force Survey Division, unpublished data.

N/A = Not Available

TABLE 11
CHANGES IN PARTICIPATION RATES BY SEX, BY AGE AND MARITAL STATUS
MANITOBA AND CANADA, 1975 - 1985

(Percentage Points)

	MANITOBA CHANGE IN PARTICIPATION 1975-1985		CANADA CHANGE IN PARTICIPATION 1975-1985	
	MEN	WOMEN	MEN	WOMEN
<u>Age</u>				
15-19	-4.1 pts.	11.0 pts.	-0.9 pts.	4.7 pts.
20-24	-0.7	10.7	-1.0	7.9
25-34	-1.0	23.5	-1.2	17.8
35-44	-1.1	23.2	-0.7	18.5
45-54	-2.1	17.7	-1.5	15.2
55-64	-9.3	3.1	-9.1	3.0
65+	-3.9	N/A	-6.2	-0.7
All Ages	-2.5	12.3	-1.7	9.9
<u>Marital Status</u>				
15-24+	-0.7	12.0	1.3	7.8
Single	1.1	10.8	3.7	6.6
Married	1.2	17.2	-1.0	11.8
Other	N/A	N/A	5.9	5.9
25+	-3.5	13.2	-3.3	11.6
Single	1.9	10.2	1.9	3.8
Married	-4.8	14.5	-4.0	14.1
Other	9.8	9.6	4.1	5.1
Total 15+	-2.5	12.3	-1.7	9.9
Single	1.7	10.9	4.2	6.5
Married	-4.8	13.9	-4.2	13.1
Other	8.8	8.9	3.0	4.9

SOURCE: Calculated from Table 10

N/A = Not Available

TABLE 12

PARTICIPATION RATES BY SEX, BY EDUCATIONAL ATTAINMENT
AND FAMILY STATUS - MANITOBA AND CANADA, 1975 AND 1985

	MANITOBA				CANADA			
	MEN		WOMEN		MEN		WOMEN	
	1975	1985	1975	1985	1975	1985	1975	1985
<u>Education</u>								
0-8 Years	63.9%	53.5%	26.5%	26.1%	67.2%	55.3%	25.2%	25.2%
High School	83.4	79.5	44.9	58.1	80.1	78.7	47.2	55.2
Some Post-Secondary	81.2	82.7	53.4	68.7	78.4	79.6	53.1	66.0
Post-Secondary	90.2	91.2	56.3	69.3	90.0	88.7	59.2	71.5
University Degree	88.8	89.9	62.3	77.5	91.0	90.6	66.4	77.2
All Categories	79.0	76.5	43.4	55.7	78.4	76.7	44.4	54.3
<u>Family Status</u>								
Family Member	81.0	77.8	43.4	57.6	79.3	77.2	43.5	55.2
Head	85.2	79.9	48.8	63.6	85.3	80.6	47.4	59.9
Spouse	80.7	85.7	41.4	55.1	78.7	86.7	41.3	54.0
Single Children	69.8	70.9	51.7	66.0	63.2	67.2	53.6	61.7
Other Relative	60.4	68.6	37.3	46.5	62.1	63.7	32.9	37.5
Unattached Individuals	64.6	68.5	43.3	46.2	70.8	72.9	49.8	49.5
All Categories	79.0	76.5	43.4	55.7	78.4	76.7	44.4	54.3

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529; Labour Force Survey Division, unpublished data.

N/A = Not Available

TABLE 13

CHANGES IN PARTICIPATION RATES BY SEX, BY EDUCATIONAL ATTAINMENT AND
FAMILY STATUS - MANITOBA AND CANADA, 1975-1985

(Percentage Points)

	MANITOBA'S CHANGE IN PARTICIPATION RATE 1975-1985		CANADA'S CHANGE IN PARTICIPATION RATE 1975-1985	
	MEN	WOMEN	MEN	WOMEN
<u>Education</u>				
0-8 Years	-15.8 pts.	-0.4 pts.	-11.9 pts.	0.0 pts.
High School	-3.9	13.2	-1.4	8.0
Some Post-Secondary	1.5	15.3	1.2	12.9
Post-Secondary	1.0	13.0	-1.3	12.3
University Degree	1.1	15.2	-0.4	10.8
All Categories	-2.5	12.3	-1.7	9.9
<u>Family Status</u>				
Family Member	-3.2	14.2	-2.1	11.7
Head	-5.3	14.8	-4.7	12.5
Spouse	5.0	13.7	8.0	12.7
Single Children	1.1	14.3	4.0	8.1
Other Relative	8.2	9.2	1.6	4.6
Unattached Individuals	3.9	2.9	2.1	-0.3
All Categories	-2.5	12.3	-1.7	9.9

SOURCE: Calculated from Table 12

IV. COMPOSITION OF THE LABOUR FORCE

IV. COMPOSITION OF THE LABOUR FORCE

Highlights

1. The number of women in Manitoba and Canada's labour forces increased by 43% and 46% respectively between 1975 and 1985. During the same period, the male labour force grew by only 7% in Manitoba and 15% nationally.
2. Between 1975 and 1985, Manitoba labour force growth was stronger for women than men in all age categories. The strongest rates of labour force expansion occurred among 25-44 year old women. Declines or no growth in labour force occurred for men 15-19 and 45 years and over.
3. In terms of marital status, labour force growth in Manitoba was stronger among singles than married people from 1975-85. Women's labour force expansion was much stronger than men's for those married and over 25 and those single and 15-24. Labour force declines occurred among married people 15-24 years of age of both sexes.
4. Between 1975 and 1985 in Manitoba, there was a strong increase in the number of labour force participants with a university degree or high school diploma, and a decline in the number with only 0 - 8 years of schooling. This was the case among both women and men. The number of women in the labour force with some post-secondary and a full post-secondary education also increased significantly over the 1975 to 1985 period while there was little or no growth in the number of men in the labour force in those educational categories.
5. Over the 1975 to 1985 period, the number of female household heads in the labour force more than doubled. This was in part due to the increase in the numbers of single mothers looking for work, but was also the result of growth in the number of women now considered household heads in two-parent families. Concurrently there was strong growth in the number of men reported as spouses participating in the labour force. However, while the growth of female household heads and male spouses was large on a proportional basis, the actual numbers were small and most significant labour force growth in absolute terms occurred among women spouses.

6. In Manitoba in 1985, the number of women in the workforce equaled or exceeded the number of men in the following industrial categories: retail trade, finance, insurance and real estate, education, hospitals, medical offices, personal services, and private households. In all other reported industries, the number of men in the labour force exceeded the number of women.
7. Classified by occupation, the number of women in the Manitoba labour force exceeded the number of men in the social sciences, teaching, medicine and health, clerical and service occupation. In all other reported occupations the number of men exceeded the number of women.
8. Over the 1975 to 1985 period, women increased their share of total industry labour force in Manitoba in the following industries: agriculture, non-durable manufacturing, durable manufacturing, wholesale trade, retail trade, finance, insurance and real estate, education, hospitals and personal services. Women's share of the labour force was stable in transportation and declined in federal government. In other industries, the data was not available for Manitoba but information on the Canadian labour market indicates that women's shares of industry labour forces were generally increasing.
9. In the various occupations, the proportion of women increased in all but fabricating, machining and material handling. Again, this comparison uses Canada data where Manitoba data is not available. The largest proportional increases occurred in the managerial, social sciences and sales occupations.
10. There were few changes in the industrial composition of Manitoba's total women's labour force between 1975 and 1985. Women were concentrated in the retail trade, hospital and personal services industries in both years. The proportion of women working in the non-durable manufacturing and education industries declined slightly over the ten year period.

11. Women continued to be heavily concentrated in the clerical, service, sales, and medicine and health occupations. Over the 1975 to 1985 period, there was an increased tendency for women to enter the managerial, service and farming occupations and a lesser inclination for them to enter teaching, medicine and health, clerical, sales and fabricating occupations.

TABLE 14
LABOUR FORCE BY SEX, BY AGE AND MARITAL STATUS
MANITOBA AND CANADA, 1975 AND 1985

(000)

	MANITOBA				CANADA			
	MEN		WOMEN		MEN		WOMEN	
	1975	1985	1975	1985	1975	1985	1975	1985
<u>Age</u>								
15-19	30	24	22	23	625	528	528	491
20-24	39	41	30	37	860	978	689	864
25-34	67	82	35	64	1630	2015	907	1575
35-44	49	63	25	49	1213	1659	646	1225
45-54	48	44	28	33	1016	1138	566	766
55-64	36	33	16	19	711	773	295	403
65+	8	8	*	*	149	129	50	58
All Ages	278	296	159	227	6294	7257	3680	5382
<u>Marital Status</u>								
15-24	69	65	53	60	1485	1507	1217	1355
Single	52	54	33	44	1102	1254	807	977
Married	17	11	18	16	374	247	391	360
Other	*	*	*	*	9	6	18	18
25+	209	230	106	167	4809	5751	2463	4027
Single	21	31	13	22	481	769	332	545
Married	180	186	80	121	4144	4652	1803	2920
Other	8	13	14	25	185	330	328	562
Total 15+	278	296	159	227	6294	7257	3680	5382
Single	72	86	46	65	1583	2023	1139	1521
Married	197	197	98	137	4517	4899	2194	3280
Other	8	13	15	25	194	336	346	580

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529; Labour Force Survey Division, unpublished data.

NOTE: Totals may not add due to rounding.

*Value less than 4,000.

TABLE 15

PERCENTAGE GROWTH IN LABOUR FORCE BY SEX, BY AGE AND MARITAL STATUS
MANITOBA AND CANADA, 1975-1985

	MANITOBA		CANADA	
	MEN	WOMEN	MEN	WOMEN
<u>Age</u>				
15-19	-20.0%	4.5%	-15.5%	-7.0%
20-24	5.1	23.3	13.7	25.4
25-34	22.4	82.9	23.6	73.6
35-44	28.6	96.0	36.8	89.6
45-54	-8.3	17.9	12.0	35.3
55-64	-8.3	18.8	8.7	36.6
65+	0.0	N/A	-13.4	16.0
All Ages	6.5	42.8	15.3	46.3
<u>Marital Status</u>				
15-24	-5.8	13.2	1.5	11.3
Single	3.8	33.3	13.8	21.1
Married	-35.3	-11.1	-34.0	-7.9
Other	N/A	N/A	-33.3	0.0
25+	10.0	57.5	19.6	63.5
Single	47.6	69.2	59.9	64.2
Married	3.3	51.3	12.3	62.0
Other	62.5	78.6	78.4	71.3
Total 15+	6.5	42.8	15.3	46.3
Single	19.4	41.3	27.8	33.5
Married	0.0	39.8	8.5	49.5
Other	62.5	66.7	73.2	67.6

SOURCE: Calculated from Table 14.

N/A = Not Available.

TABLE 16

LABOUR FORCE BY SEX, BY EDUCATIONAL ATTAINMENT AND
FAMILY STATUS - MANITOBA AND CANADA, 1975 AND 1985

(000)

	MANITOBA				CANADA			
	MEN		WOMEN		MEN		WOMEN	
	1975	1985	1975	1985	1975	1985	1975	1985
<u>Education</u>								
0-8 Years	60	43	24	20	1471	1033	551	473
High School	134	155	78	126	2815	3623	1891	2821
Some Post-Secondary	30	30	17	26	615	701	337	581
Post-Secondary	29	30	27	31	741	888	629	872
University Degree	25	38	11	24	652	1013	272	635
All Categories	278	296	159	227	6294	7257	3680	5382
<u>Family Status</u>								
Family Member	250	257	136	195	5691	6363	3149	4632
Head	196	189	12	28	4446	4658	272	653
Spouse	*	10	93	126	40	274	2085	2980
Single Children	47	51	26	35	1048	1244	678	850
Other Relative	6	7	5	7	157	188	114	149
Unattached Individuals	28	38	23	32	603	894	531	750
All Categories	278	296	159	227	6294	7257	3680	5382

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529; Labour Force Survey Division, unpublished data.

NOTE: Totals may not add due to rounding.

*Value less than 4,000.

TABLE 17

PERCENTAGE GROWTH IN LABOUR FORCE BY SEX, BY EDUCATIONAL
ATTAINMENT AND FAMILY STATUS - MANITOBA AND CANADA, 1975-1985

	MANITOBA		CANADA	
	MEN	WOMEN	MEN	WOMEN
<u>Education</u>				
0-8 Years	-28.3%	-16.7%	-29.8%	-14.2%
High School	15.7	61.5	28.7	49.2
Some Post-Secondary	0.0	52.9	14.0	72.4
Post-Secondary	3.4	14.8	19.8	38.6
University Degree	52.0	118.2	55.4	133.5
All Categories	6.5	42.8	15.3	46.3
<u>Family Status</u>				
Family Member	2.8	43.4	11.8	47.1
Head	-3.6	133.3	4.8	140.1
Spouse	N/A	35.5	587.5	42.9
Single Children	8.5	34.6	18.7	25.4
Other Relative	16.7	40	19.7	30.7
Unattached Individuals	35.7	39.1	48.3	41.2
All Categories	6.5	42.8	15.3	46.3

SOURCE: Calculated from Table 16

N/A = Not Available

TABLE 18

LABOUR FORCE BY SEX AND INDUSTRY - MANITOBA AND CANADA, 1975 AND 1985

(000)

Industry	MANITOBA				CANADA			
	MEN		WOMEN		MEN		WOMEN	
	1975	1985	1975	1985	1975	1985	1975	1985
Agriculture	35	36	6	12	384	370	113	156
Forestry	*	*	*	*	71	85	4	8
Fishing	*	*	*	*	23	37	*	4
Mining	*	6	*	*	135	182	12	28
Manufacturing (non-durable)	19	20	15	16	682	699	371	434
Manufacturing (durable)	29	23	4	5	819	878	148	192
Construction	26	24	*	*	642	658	42	75
Transportation	30	29	4	4	472	458	58	87
Communication	5	6	*	4	127	171	86	105
Public Utilities	5	5	*	*	96	108	14	23
Trade (Wholesale)	19	21	6	8	355	409	109	148
Trade (Retail)	31	32	28	33	687	827	582	812
Finance, Insurance and Real Estate	8	10	11	17	206	266	282	405
Education	13	13	16	18	301	328	377	455
Hospital	7	8	25	36	136	180	475	684
Medical Offices	*	*	*	5	38	53	70	116
Religion	*	*	*	*	32	37	25	40
Recreation	*	*	*	*	91	91	32	67
Business Services	5	8	*	7	174	303	117	246
Personal Services	11	13	14	25	229	362	325	574
Private Households	*	*	*	7	7	7	89	184
Miscellaneous Services	5	6	*	5	102	177	70	128
Federal Government	6	9	4	6	169	175	98	129
Provincial Government	8	8	*	7	134	153	81	134
Municipal Government	7	8	*	*	167	201	42	80
All Industries	278	296	159	227	6294	7257	3680	5382

SOURCE: Statistics Canada, Labour Force Survey Division, unpublished data.

NOTE: Totals may not add due to rounding.

The totals for 1975 included a small number for industries not elsewhere classified.

*Value less than 4,000.

TABLE 19

WOMEN AS A PERCENTAGE OF LABOUR FORCE BY INDUSTRY, AND PERCENTAGE DISTRIBUTION OF WOMEN'S LABOUR FORCE BY INDUSTRY - MANITOBA AND CANADA, 1975 AND 1985

Industry	MANITOBA				CANADA			
	WOMEN/TOTAL INDUSTRY LABOUR FORCE		WOMEN/TOTAL WOMEN'S LABOUR FORCE		WOMEN/TOTAL INDUSTRY LABOUR FORCE		WOMEN/TOTAL WOMEN'S LABOUR FORCE	
	1975	1985	1975	1985	1975	1985	1975	1985
Agriculture	14.6%	25.0%	3.7%	5.3%	22.7%	29.7%	3.0%	2.9%
Forestry	N/A	N/A	N/A	N/A	5.3	8.6	0.1	0.1
Fishing	N/A	N/A	N/A	N/A	N/A	9.8	N/A	0.1
Mining	N/A	N/A	N/A	N/A	8.1	13.3	0.3	0.5
Manufacturing (Non-durable)	42.8	44.4	9.4	7.0	35.2	38.3	10.0	8.1
Manufacturing (Durable)	11.7	17.9	2.5	2.2	15.3	17.9	4.0	3.6
Construction	N/A	N/A	N/A	N/A	6.1	10.2	1.1	1.4
Transportation	12.1	12.1	2.5	1.8	10.9	16.0	1.5	1.6
Communication	N/A	40.0	N/A	1.8	40.4	38.0	2.3	2.0
Public Utilities	N/A	N/A	N/A	N/A	12.7	17.6	0.3	0.4
Trade (Wholesale)	24.0	27.6	3.7	3.5	23.5	26.6	2.9	2.8
Trade (Retail)	48.2	50.8	17.6	14.5	45.8	49.5	15.8	15.1
Finance, Insurance and Real Estate	57.8	63.0	6.9	7.5	57.7	60.4	7.6	7.5
Education	57.1	58.1	10.0	7.9	55.6	58.1	10.2	8.5
Hospitals	78.1	81.8	15.7	15.9	77.7	79.2	12.9	12.7
Medical Offices	N/A	N/A	N/A	2.2	64.2	68.6	1.9	2.2
Religion	N/A	N/A	N/A	N/A	43.8	51.9	0.6	0.7
Recreation	N/A	N/A	N/A	N/A	32.9	42.4	0.8	1.2
Business Services	N/A	46.7	N/A	3.1	40.2	44.8	3.1	4.6
Personal Services	56.0	65.8	8.8	11.0	58.6	61.3	8.8	10.7
Private Households	N/A	N/A	N/A	3.1	92.7	96.3	2.4	3.4
Miscellaneous Services	N/A	45.5	N/A	2.2	40.7	42.0	1.9	2.4
Federal Government	44.4	40.0	2.5	2.6	36.7	42.4	2.6	2.4
Provincial Government	N/A	46.7	N/A	3.1	37.6	46.7	2.2	2.5
Municipal Government	N/A	N/A	N/A	N/A	20.1	28.5	1.1	1.5
All Industries	36.3	43.4	100.0	100.0	36.9	42.6	100.0	100.0

SOURCE: Calculated From Table 18.

NOTE: Totals for 1975 included a small number for industries not elsewhere classified.

N.A. = Not Available

TABLE 20

LABOUR FORCE BY SEX AND OCCUPATION - MANITOBA AND CANADA, 1975 AND 1985

(000)

Occupation	MANITOBA				CANADA			
	MEN		WOMEN		MEN		WOMEN	
	1975	1985	1975	1985	1975	1985	1975	1985
Managerial	19	36	4	18	504	911	118	446
Natural Sciences	10	12	*	*	287	364	30	71
Social Sciences	*	4	*	5	63	91	50	114
Religion	*	*	*	*	23	28	*	7
Teaching	8	8	12	13	178	199	254	307
Medicine & Health	5	6	17	22	105	129	332	465
Artistic & Literary	*	4	*	*	80	125	41	85
Clerical	19	16	52	67	429	427	1294	1673
Sales	32	26	16	19	701	647	376	506
Service	26	30	30	46	607	784	614	1010
Farming	36	37	6	11	412	415	108	140
Fishing	*	*	*	*	23	37	*	*
Forestry	*	*	*	*	59	76	*	4
Mining	*	*	*	*	57	71	*	*
Processing	9	10	*	*	321	332	74	89
Machining	10	8	*	*	252	257	16	14
Fabricating	30	29	10	9	703	791	226	245
Construction	34	30	*	*	719	729	5	14
Transportation & Equipment Operating	19	20	*	*	399	441	13	31
Material Handling	9	8	*	*	217	241	52	58
Other Crafts	4	5	*	*	113	122	19	33
All Occupations	278	296	159	227	294	7257	3680	5382

SOURCE: Statistics Canada, Labour Force Survey Division, unpublished data.

NOTE: Totals may not add due to rounding.

The totals for 1975 included a small number for occupations not elsewhere classified.

*Value less than 4,000.

TABLE 21

WOMEN AS PERCENTAGE OF LABOUR FORCE BY OCCUPATION, AND PERCENTAGE DISTRIBUTION OF WOMEN'S LABOUR FORCE BY OCCUPATION - MANITOBA AND CANADA, 1975 AND 1985

Occupation	MANITOBA				CANADA			
	WOMEN/TOTAL INDUSTRY LABOUR FORCE		WOMEN/TOTAL WOMEN'S LABOUR FORCE		WOMEN/TOTAL INDUSTRY LABOUR FORCE		WOMEN/TOTAL WOMEN'S LABOUR FORCE	
	1975	1985	1975	1985	1975	1985	1975	1985
Managerial	18.2%	33.3%	2.5%	7.9%	18.9%	32.9%	3.2%	8.3%
Natural Sciences	N/A	N/A	N/A	N/A	9.4	16.3	0.8	1.3
Social Sciences	N/A	55.6	N/A	2.2	43.8	55.6	1.3	2.1
Religion	N/A	N/A	N/A	N/A	N/A	20.0	N/A	0.1
Teaching	60.0	61.9	7.5	5.7	58.8	60.7	6.9	5.7
Medicine & Health	77.3	78.6	10.7	9.7	75.8	78.3	9.0	8.6
Artistic & Literary	N/A	N/A	N/A	N/A	33.8	40.5	1.1	1.6
Clerical	73.2	80.7	32.7	29.5	75.1	79.7	35.1	31.1
Sales	34.0	42.2	10.1	8.4	34.9	43.9	10.2	9.4
Service	53.6	60.5	18.9	20.3	50.2	56.3	16.6	18.8
Farming	14.3	22.9	3.8	4.8	20.7	25.2	2.9	2.6
Fishing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Forestry	N/A	N/A	N/A	N/A	N/A	5.0	N/A	0.1
Mining	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Processing	N/A	N/A	N/A	N/A	18.7	21.1	2.0	1.7
Machining	N/A	N/A	N/A	N/A	5.9	5.2	0.4	0.3
Fabricating	25.0	23.7	6.3	4.0	24.3	23.6	6.1	4.6
Construction	N/A	N/A	N/A	N/A	0.6	1.9	0.1	0.3
Transportation & Equipment Operating	N/A	N/A	N/A	N/A	3.1	6.6	0.3	0.6
Material Handling	N/A	N/A	N/A	N/A	20.0	19.4	1.4	1.1
Other Crafts	N/A	N/A	N/A	N/A	18.2	21.3	0.5	0.6
All Occupations	36.4	43.4	100.0	100.0	40.0	42.6	100.0	100.0

SOURCE: Calculated From Table 20.

NOTE: Totals for 1975 included a small number for occupations not elsewhere classified.

N/A = Not Available.

V. EMPLOYMENT AND EMPLOYMENT GROWTH

V. EMPLOYMENT AND EMPLOYMENT GROWTH

Highlights

1. The number of women employed in Manitoba increased by 39% between 1975 and 1985. During the same period, male employment increased by 2%. Of the 63,000 total employment growth in Manitoba between 1975 and 1985, 58,000 or 92% was attributable to women.
2. For both women and men, employment growth between 1975 and 1985 was concentrated among 25-44 year olds, with the increase among women being much larger. Employment declines occurred among women 15-19 years of age and men 15-24 and 45-64 years of age.
3. In terms of marital status, absolute employment growth from 1975 to 1985 was greatest for married women over 25, while employment actually declined for married women 15-24 years of age. Employment growth among men occurred almost entirely among single men over 25 years of age.
4. The increase in absolute employment between 1975 and 1985 was strongest for high school and university educated women while declines were evident only among those women with 0-8 years of education. The situation was similar among men although declines were evident for males with some post-secondary education. The fastest rate of employment growth occurred for university educated men and women, with women's employment in that category more than doubling over the ten year period.
5. The number of employed female household heads in Manitoba more than doubled from 1975 to 1985, though women who were spouses accounted for a larger absolute increase. The number of employed men reported as spouses increased significantly from a small base while employed unattached males grew strongly. Employment declines were evident among male household heads.

6. In 1985, women constituted at least 50% of the employed workers in the following Manitoba industries: hospitals; medical offices; personal services; miscellaneous services; finance, insurance and real estate; education; retail trade; and provincial government.
7. The industrial distribution of Manitoba's total women's employment has changed somewhat between 1975 and 1985. In 1975, industries that represented 10% or more of women's employment were retail trade, hospitals, non-durable manufacturing and education. By 1985 non-durable manufacturing and education were no longer included in that group while the proportion of women's employment represented by the personal services industry had risen above that level.
8. In 1985, women made up at least 50% of Manitoba's employed workers in social science, medicine and health, clerical, service, and teaching occupations.
9. The occupational composition of female employment shifted only slightly between 1975 and 1985. The most significant changes were an increase in the percentage of women working in managerial occupations, and declines in the proportions in clerical and fabricating occupations. In 1985, almost 50% of all employed women in Manitoba worked in the clerical and service occupations combined, although this proportion was down slightly from 1975.
10. Among Manitoba women, part-time employment grew by 51% between 1975 and 1985 while full-time employment increased by 34%. Part-time work among Manitoba men increased by 33% from 1975 and 1985. There was virtually no change in the number of men working full-time over that period.
11. In 1985, women working part-time represented 12% of Manitoba's employed total. Men working part-time represented about 4%. Both of these proportions have increased since 1975. There has also been an increase in the proportion of total employment represented by women working full-time, from 27% in 1975 to 31% in 1985. Men working full-time constituted 53% of total Manitoba employment in 1985, down from 60% in 1975.

12. In marital status categories the major increases in full-time employment among women have occurred among those 25 years and over, both single and married. Women's part-time employment growth occurred primarily among single women 15-24 and married women over 25. The strongest employment growth category for males over the 1975-85 period was full-time employment for single males over 25. Significant employment declines occurred for full-time employment of married 15-24 year olds, both men and women.
13. The average number of hours worked per week in Canada has declined from 38.5 in 1975 to 37.6 in 1985. Women worked an average of 32.5 hours per week in 1985 while men worked an average of 41.3 hours. The averages are down from 1975 for both sexes, although the drop in female average hours was larger.
14. Looking at Canada data for 1985, the most common reasons given for working part-time were "attending school" (15-24 year olds of both sexes), "did not want full-time work" (women over 25) and "could only find part-time work" (men over 25). The major shift from 1975 was a large increase in the number of people who could only find part-time work in all age/sex sub groups.
15. About 40% of Canadian women employed in 1985 had worked in the same job for over five years, compared with 52% of the country's employed men. Women's job tenures tended to be shorter than men's in virtually all industry and occupation sub categories.

TABLE 22
EMPLOYMENT BY SEX, BY AGE AND MARITAL STATUS
MANITOBA AND CANADA, 1975 AND 1985

	(000)							
	MANITOBA				CANADA			
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
	1975	1985	1975	1985	1975	1985	1975	1985
<u>Age</u>								
15-19	27	20	20	19	529	419	452	408
20-24	36	36	28	33	770	812	626	748
25-34	65	76	33	58	1548	1838	834	1394
35-44	48	60	24	46	1169	1541	608	1117
45-54	47	42	27	31	1064	1061	534	706
55-64	35	31	15	18	682	708	280	372
65+	8	8	*	*	141	126	48	58
All Ages	267	272	150	208	5903	6508	3381	4804
<u>Marital Status</u>								
15-24	63	55	48	52	1299	1232	1077	1157
Single	47	46	31	38	947	1016	717	841
Married	16	9	17	13	345	211	345	302
Other	*	*	*	*	7	5	15	14
25+	204	217	102	156	4605	5276	2304	3647
Single	20	28	12	20	444	649	318	502
Married	177	177	76	113	3990	4344	1677	2649
Other	7	11	13	22	171	283	309	497
Total 15+	267	272	150	208	5903	6508	3381	4804
Single	67	74	43	59	1391	1665	1035	1343
Married	193	187	93	126	4335	4555	2022	2951
Other	8	12	14	23	178	287	324	510

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529; Labour Force Survey Division, unpublished data.

NOTE: Totals may not add due to rounding.

*Value less than 4,000.

TABLE 23
EMPLOYMENT GROWTH BY SEX, BY AGE AND MARITAL STATUS
MANITOBA AND CANADA , 1975 - 1985

	MANITOBA EMPLOYMENT GROWTH 1975-1985		CANADA EMPLOYMENT GROWTH 1975-1985	
	MEN	WOMEN	MEN	WOMEN
<u>Age</u>				
15-19	-25.9%	-5.0%	-20.8%	-9.7%
20-24	0.0	17.9	5.5	18.2
25-34	16.9	75.8	18.7	67.1
35-44	25.0	91.7	31.8	83.7
45-54	-10.6	14.8	-0.3	32.2
55-64	-11.4	20.0	3.8	32.9
65+	0.0	N/A	-10.6	20.8
All Ages	1.9	38.7	10.2	42.1
<u>Marital Status</u>				
15-24	-12.7	8.3	-5.2	7.4
Single	-2.1	22.6	7.3	17.3
Married	-43.8	-23.5	-38.8	-12.5
Other	N/A	N/A	-28.6	-6.7
25+	6.4	52.9	14.6	58.3
Single	40.0	66.7	46.2	57.9
Married	0.0	48.7	8.9	58.0
Other	57.1	69.2	65.5	60.8
Total 15+	1.9	38.7	10.2	42.1
Single	26.9	53.5	19.7	29.8
Married	2.1	47.3	5.1	45.9
Other	62.5	78.6	61.2	57.4

SOURCE: Calculated from Table 22.

N/A = Not Available

TABLE 24
EMPLOYMENT BY SEX, BY EDUCATIONAL ATTAINMENT AND
FAMILY STATUS - MANITOBA AND CANADA, 1975 AND 1985

(000)

	MANITOBA				CANADA			
	MEN		WOMEN		MEN		WOMEN	
	1975	1985	1975	1985	1975	1985	1975	1985
<u>Education</u>								
0-8 years	57	40	23	18	1360	901	496	408
High School	128	141	73	114	2612	3180	1718	2468
Some Post-Secondary	29	27	17	24	579	635	312	524
Post-Secondary	28	28	26	29	715	822	596	806
University Degree	24	36	11	23	638	969	258	598
All Categories	267	272	150	208	5903	6508	3381	4804
<u>Family Status</u>								
Family Member	241	238	128	178	5352	5739	2879	4112
Head	191	180	11	25	4272	4337	252	568
Spouse	*	9	89	116	37	250	1921	2684
Single Children	43	43	24	30	904	1000	600	731
Other	6	6	5	6	138	152	106	129
Unattached								
Individuals	26	34	22	30	552	768	502	692
All Categories	267	272	150	208	5903	6508	3381	4804

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529; Labour Force Survey Division, unpublished data.

NOTE: Totals may not add due to rounding.

*Value less than 4,000.

TABLE 25

EMPLOYMENT GROWTH BY SEX, BY EDUCATIONAL ATTAINMENT AND
FAMILY STATUS - MANITOBA AND CANADA, 1975 - 1985

	MANITOBA EMPLOYMENT GROWTH 1975-1985		CANADA EMPLOYMENT GROWTH 1975-1985	
	MEN	WOMEN	MEN	WOMEN
<u>Education</u>				
0-8 years	-29.8%	-21.7%	-33.8%	-17.7%
High School	10.2	56.2	21.7	43.7
Some Post-Secondary	-6.9	41.2	9.7	67.9
Post-Secondary	0.0	11.5	15.0	35.2
University Degree	50.0	109.1	51.9	131.9
All Categories	1.9	38.7	10.2	42.1
<u>Family Status</u>				
Family Member	-1.2	39.1	7.2	42.8
Head	-5.8	127.3	1.5	125.4
Spouse	N/A	30.3	575.7	39.7
Single Children	0.0	25.0	10.6	21.8
Other	0.0	20.0	10.1	21.7
Unattached				
Individuals	30.8	36.4	39.1	37.8
All Categories	1.9	38.7	10.2	42.1

SOURCE: Calculated from Table 24.

N/A = Not Available.

TABLE 26

EMPLOYMENT BY SEX AND INDUSTRY - MANITOBA AND CANADA, 1975 AND 1985

(000)

Industry	MANITOBA				CANADA			
	MEN		WOMEN		MEN		WOMEN	
	1975	1985	1975	1985	1975	1985	1975	1985
Agriculture	34	35	6	12	375	346	108	141
Forestry	*	*	*	*	57	62	*	6
Fishing	*	*	*	*	20	32	*	*
Mining	*	6	*	*	127	166	11	26
Manufacturing (Non-Durable)	19	19	15	14	646	634	329	373
Manufacturing (Durable)	28	21	4	5	765	802	131	172
Construction	23	20	*	*	564	521	40	65
Transportation	29	27	*	4	446	418	55	80
Communication	5	6	4	4	124	163	82	99
Public Utilities	5	5	*	*	94	102	13	22
Trade (Wholesale)	18	20	5	7	339	379	101	134
Trade (Retail)	30	29	26	30	654	753	544	736
Finance, Insurance and Real Estate	8	10	11	16	203	252	271	377
Education	12	13	15	17	294	315	360	430
Hospitals	7	7	25	34	131	170	457	647
Medical Offices	*	*	*	4	38	52	67	109
Religion	*	*	*	*	32	36	24	39
Recreation	*	*	*	*	59	74	29	57
Business Services	5	8	*	6	168	278	108	220
Personal Services	10	11	13	22	214	305	290	484
Private Households	*	*	*	6	6	6	83	162
Miscellaneous Services	5	6	*	5	96	152	64	111
Federal Government	6	9	*	6	163	163	93	117
Provincial Government	7	7	*	7	130	143	77	122
Municipal Government	7	7	*	*	160	183	40	72
Not Elsewhere Classified	*	*	*	*	*	*	*	*
All Industries	267	272	150	208	5903	6508	3381	4804

SOURCE: Statistics Canada, Labour Force Survey Division, unpublished data.

*Value less than 4,000.

TABLE 27

WOMEN AS PERCENTAGE OF EMPLOYMENT BY INDUSTRY, AND PERCENTAGE DISTRIBUTION
OF WOMEN'S EMPLOYMENT BY INDUSTRY - MANITOBA AND CANADA, 1975 AND 1985

Industry	MANITOBA				CANADA			
	WOMEN/TOTAL INDUSTRY EMPLOYED		WOMEN/TOTAL WOMEN'S EMPLOYMENT		WOMEN/TOTAL INDUSTRY EMPLOYED		WOMEN/TOTAL WOMEN'S EMPLOYMENT	
	1975	1985	1975	1985	1975	1985	1975	1985
Agriculture	14.6%	25.5%	4.0%	5.8%	22.3%	28.9%	3.2%	2.9%
Forestry	N/A	N/A	N/A	N/A	N/A	8.8	N/A	0.1
Fishing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mining	N/A	N/A	N/A	N/A	7.9	13.6	0.3	0.5
Manufacturing (Non-Durable)	45.5	42.4	10.0	6.7	33.7	37.0	9.7	7.8
Manufacturing (Durable)	12.5	20.0	2.7	2.4	14.6	17.7	3.9	3.6
Construction	N/A	N/A	N/A	N/A	6.6	11.1	1.2	1.4
Transportation	N/A	13.3	N/A	1.9	11.0	16.1	1.6	1.7
Communication	44.4	40.0	2.7	1.9	39.8	37.8	2.4	2.1
Public Utilities	N/A	N/A	N/A	N/A	12.1	17.7	0.4	0.5
Trade (Wholesale)	20.8	25.0	3.3	3.4	23.0	26.1	3.0	2.8
Trade (Retail)	46.4	50.8	17.3	14.4	45.4	49.4	16.1	15.3
Finance, Insurance and Real Estate	57.9	61.5	7.3	7.7	57.2	59.9	8.0	7.8
Education	53.6	56.7	10.0	8.2	55.0	57.7	10.6	9.0
Hospitals	80.6	82.9	16.7	16.3	77.7	79.1	13.5	13.5
Medical Offices	N/A	57.1	N/A	1.9	63.8	67.7	2.0	2.3
Religion	N/A	N/A	N/A	N/A	42.9	52.0	0.7	0.8
Recreation	N/A	N/A	N/A	N/A	33.3	43.5	0.9	1.2
Business Services	N/A	46.2	N/A	2.9	39.1	44.2	3.2	4.6
Personal Services	54.2	66.7	8.7	10.6	57.5	61.3	8.6	10.1
Private Households	N/A	N/A	N/A	2.9	93.3	96.4	2.5	3.4
Miscellaneous Services	N/A	50.0	N/A	2.4	40.0	42.2	1.9	2.3
Federal Government	N/A	42.9	N/A	2.9	36.3	41.8	2.8	2.4
Provincial Government	N/A	50.0	N/A	3.4	37.2	46.0	2.3	2.5
Municipal Government	N/A	N/A	N/A	N/A	20.0	28.3	1.2	1.5
All Industries	36.0	43.4	100.0	100.0	36.4	42.5	100.0	100.0

SOURCE: Calculated From Table 26.

N/A = Not Available.

TABLE 28

EMPLOYMENT GROWTH BY SEX AND INDUSTRY - MANITOBA AND CANADA, 1975-1985

	MANITOBA EMPLOYMENT GROWTH 1975-1985		CANADA EMPLOYMENT GROWTH 1975-1985	
	MEN	WOMEN	MEN	WOMEN
<u>Industry</u>				
Agriculture	2.9%	100.0%	-7.7%	30.5%
Forestry	N/A	N/A	8.8	N/A
Fishing	N/A	N/A	55.0	N/A
Mining	N/A	N/A	30.7	136.4
Manufacturing (Non-Durable)	0.0	-6.7	-1.9	13.4
Manufacturing (Durable)	-25.0	25.0	4.8	31.3
Construction	-13.0	N/A	-7.6	62.5
Transportation	-6.9	N/A	-6.3	45.5
Communication	20.0	0.0	31.5	20.7
Public Utilities	0.0	N/A	8.5	69.2
Trade (Wholesale)	11.1	40.0	11.8	32.7
Trade (Retail)	-3.3	15.4	15.1	35.3
Finance, Insurance and Real Estate	25.0	45.5	24.1	39.1
Education	8.3	13.3	7.1	19.4
Hospitals	0.0	36.0	29.8	41.6
Medical Offices	N/A	N/A	36.8	62.7
Religion	N/A	N/A	12.5	62.5
Recreation	N/A	N/A	25.4	96.6
Business Services	60.0	N/A	65.5	103.7
Personal Services	10.0	69.2	42.5	66.9
Private Households	N/A	N/A	0.0	95.2
Miscellaneous Services	20.0	N/A	58.3	73.4
Federal Government	50.0	N/A	0.0	25.8
Provincial Government	0.0	N/A	10.0	58.4
Municipal Government	0.0	N/A	14.4	80.0
All Industries	1.9	38.7	10.2	42.1

Source: Calculated From Table 26.

N/A = Not Available.

TABLE 29

EMPLOYMENT BY SEX AND OCCUPATION - MANITOBA AND CANADA, 1975 AND 1985

(000)

Occupation	MANITOBA				CANADA			
	MEN		WOMEN		MEN		WOMEN	
	1975	1985	1975	1985	1975	1985	1975	1985
Managerial	19	35	*	17	495	876	114	417
Natural Sciences	10	11	*	*	280	344	28	65
Social Sciences	*	4	*	4	62	85	48	106
Religion	*	*	*	*	23	27	*	7
Teaching	8	7	11	12	174	193	243	289
Medicine & Health	4	6	17	21	103	126	321	446
Artistic and Literary	*	4	*	*	76	110	38	76
Clerical	19	15	50	62	407	391	1221	1522
Sales	31	25	15	17	680	600	351	460
Service	25	27	29	41	570	683	561	877
Farming	35	36	6	11	399	378	102	126
Fishing	*	*	*	*	20	31	*	*
Forestry	*	*	*	*	47	53	*	*
Mining	*	*	*	*	52	62	*	*
Processing	9	9	*	*	296	296	61	71
Machining	10	7	*	*	236	228	13	13
Fabricating	29	27	10	8	664	720	260	210
Construction	31	25	*	*	641	591	4	10
Transportation Equipment Operating	18	18	*	*	373	393	12	28
Material Handling	8	7	*	*	195	206	44	47
Other Crafts	4	4	*	*	109	113	16	28
All Occupations	267	272	150	208	5903	6508	3381	4804

SOURCE: Statistics Canada, Labour Force Survey Division, unpublished data.

*Value less than 4,000.

TABLE 30

WOMEN AS PERCENTAGE OF EMPLOYMENT BY OCCUPATION, AND PERCENTAGE DISTRIBUTION
OF WOMEN'S EMPLOYMENT BY OCCUPATION - MANITOBA AND CANADA, 1975 AND 1985

Occupation	MANITOBA				CANADA			
	WOMEN/TOTAL OCCUPATION EMPLOYED		WOMEN/TOTAL WOMEN'S EMPLOYMENT		WOMEN/TOTAL OCCUPATION EMPLOYED		WOMEN/TOTAL WOMEN'S EMPLOYMENT	
	1975	1985	1975	1985	1975	1985	1975	1985
Managerial	N/A	32.7%	N/A	8.2%	18.7%	32.3%	3.4%	8.7%
Natural Sciences	N/A	N/A	N/A	N/A	9.1	15.9	0.8	1.4
Social Sciences	N/A	50.0	N/A	1.9	43.6	55.5	1.4	2.2
Religion	N/A	N/A	N/A	N/A	N/A	20.6	N/A	0.1
Teaching	57.9%	63.2	7.3%	5.8	58.3	60.0	7.2	6.0
Medicine & Health	90.1	77.8	11.3	10.1	75.7	77.8	9.5	9.3
Artistic and Literary	N/A	N/A	N/A	N/A	33.3	42.9	1.1	1.6
Clerical	72.5	80.5	33.3	29.8	75.0	79.6	36.1	31.7
Sales	32.6	40.5	10.0	8.2	34.0	43.4	10.4	9.6
Service	54.7	60.3	19.3	19.7	49.6	56.3	16.6	18.3
Farming	14.6	23.4	4.0	5.3	20.6	25.0	3.0	2.6
Fishing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Forestry	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mining	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Processing	N/A	N/A	N/A	N/A	17.0	19.3	1.8	1.5
Machining	N/A	N/A	N/A	N/A	5.2	5.4	0.4	0.3
Fabricating	26.3	22.9	6.7	3.8	23.1	22.6	5.9	4.4
Construction	N/A	N/A	N/A	N/A	0.6	1.7	0.1	0.2
Transportation Equipment	N/A	N/A	N/A	N/A	3.1	6.6	0.4	0.6
Operating	N/A	N/A	N/A	N/A	18.4	28.6	1.3	1.0
Material Handling	N/A	N/A	N/A	N/A	12.8	29.9	0.5	0.6
Other Crafts	N/A	N/A	N/A	N/A				
All Occupations	36.0	43.3	100.0	100.0	36.4	42.6	100.0	100.0

SOURCE: Calculated From Table 29.

N/A = Not Available.

TABLE 31
EMPLOYMENT GROWTH BY SEX AND OCCUPATION
MANITOBA AND CANADA, 1975 - 1985

Occupation	MANITOBA EMPLOYMENT GROWTH 1975-1985		CANADA EMPLOYMENT GROWTH 1975-1985	
	MEN	WOMEN	MEN	WOMEN
Managerial	84.2%	N/A	77.0%	265.8%
Natural Sciences	10.0	N/A	22.9	132.1
Social Sciences	N/A	N/A	37.1	120.8
Religion	N/A	N/A	17.4	N/A
Teaching	-12.5	9.9%	10.9	18.9
Medicine & Health	55.0	23.5	22.3	38.9
Artistic and Literary	N/A	N/A	44.7	100.0
Clerical	-21.1	24.0	-3.9	24.7
Sales	-19.4	13.3	-11.8	31.1
Service	8.0	41.4	19.8	56.3
Farming	2.9	83.3	-5.3	23.5
Fishing	N/A	N/A	55.0	N/A
Forestry	N/A	N/A	12.8	N/A
Mining	N/A	N/A	19.2	N/A
Processing	0.0	N/A	0.0	16.4
Machining	-30.0	N/A	-3.4	0.0
Fabricating	-6.9	-20.0	8.4	-19.2
Construction	-19.4	N/A	- 7.8	150.0
Transportation Equipment				
Operating	0.0	N/A	5.4	133.3
Material Handling	-12.5	N/A	5.6	6.8
Other Crafts	0.0	N/A	3.7	75.0
All Occupations	1.9	38.7	10.2	42.1

SOURCE: Calculated From Table 29.

N/A = Not Available.

TABLE 32

FULL-TIME AND PART-TIME EMPLOYMENT BY SEX, AS PERCENTAGE OF TOTAL
EMPLOYMENT AND EMPLOYMENT GROWTH - MANITOBA AND CANADA, 1975 AND 1985

	1975	% OF TOTAL EMPLOYMENT 1975	1985	% OF TOTAL EMPLOYMENT 1985	EMPLOYMENT GROWTH 1975-1985
	(000)	(%)	(000)	(%)	(%)
<u>Manitoba</u>					
Both Sexes (Total)	417	100.0	480	100.0	15.1
Full-Time	363	87.0	402	83.6	10.7
Part-Time	54	12.9	79	16.4	46.3
Men (Total)	267	64.0	272	56.8	1.9
Full-Time	252	60.4	253	52.6	0.4
Part-Time	15	3.6	20	4.2	33.3
Women (Total)	150	36.0	208	43.2	38.7
Full-Time	111	26.6	149	31.0	34.2
Part-Time	39	9.4	59	12.3	51.3
<u>Canada</u>					
Both Sexes (Total)	9284	100.0	11311	100.0	21.8
Full-Time	8296	89.4	9555	84.6	15.2
Part-Time	988	10.6	1757	15.5	77.8
Men (Total)	5903	63.6	6508	57.5	10.2
Full-Time	5602	60.3	6014	53.2	7.4
Part-Time	301	3.2	493	4.4	63.8
Women (Total)	3381	36.4	4804	42.5	42.1
Full-Time	2694	29.0	3541	31.3	31.4
Part-Time	687	7.4	1263	11.2	83.8

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529.

NOTE: Totals may not add due to rounding.

TABLE 33

FULL-TIME AND PART-TIME EMPLOYMENT BY SEX, BY AGE AND
MARITAL STATUS - MANITOBA AND CANADA, 1975 AND 1985

(000)												
	MANITOBA						CANADA					
	1975			1985			1975			1985		
	FULL- TIME	PART- TIME	TOTAL	FULL- TIME	PART- TIME	TOTAL	FULL- TIME	PART- TIME	TOTAL	FULL- TIME	PART- TIME	TOTAL
<u>Men</u>												
15-24	53	11	63	42	14	56	1077	222	1299	898	333	1232
Single	36	11	47	33	13	46	733	214	947	694	322	1016
Married	16	*	16	9	*	9	337	8	345	200	11	211
Other	*	*	*	*	*	*	6	*	7	4	*	5
25+	199	4	204	211	6	217	4526	79	4605	5116	160	5276
Single	19	*	20	27	*	28	430	14	444	613	36	649
Married	173	*	177	173	4	177	3981	60	3990	4234	110	4344
Other	7	*	7	11	*	11	165	6	171	269	14	283
Total 15+	252	15	267	253	20	272	5602	301	5903	6014	493	6508
Single	55	11	67	59	15	74	1163	227	1391	1307	358	1665
Married	189	4	193	182	5	187	4268	67	4335	4435	121	4555
Other	7	*	8	11	*	12	171	7	178	273	14	287
<u>Women</u>												
15-24	37	12	48	34	18	52	839	239	1077	741	416	1157
Single	22	9	31	23	15	38	522	195	717	489	352	841
Married	14	*	17	10	*	13	304	41	345	242	60	302
Other	*	*	*	*	*	*	13	*	15	11	*	14
25+	75	27	102	115	41	156	1855	448	2304	2800	847	3647
Single	12	*	12	19	*	20	303	15	318	452	49	502
Married	52	24	76	78	35	113	1280	396	1677	1930	719	2649
Other	11	*	13	19	4	22	271	37	309	418	79	497
Total 15+	111	39	150	149	59	208	2694	687	3381	3541	1263	4804
Single	33	10	43	42	17	59	825	210	1035	941	402	1343
Married	66	27	93	88	39	126	1584	437	2022	2171	779	2951
Other	12	*	14	19	4	23	284	40	324	428	82	510

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529; Labour Force Survey Division, unpublished data.

NOTE: Totals may not add due to rounding.

*Value less than 4,000.

TABLE 34

PART-TIME EMPLOYMENT AS PERCENTAGE OF TOTAL CATEGORY EMPLOYMENT, BY AGE, BY MARITAL STATUS AND SEX - MANITOBA AND CANADA, 1975 AND 1985

	<u>MANITOBA</u>		<u>CANADA</u>	
	1975	1985	1975	1985
Men	5.6%	7.4%	5.1%	7.6%
15-24	17.5	25.0	17.1	27.0
25+	2.0	2.8	1.7	3.0
Married	2.1	2.7	1.6	2.7
Single	16.4	20.3	16.4	21.5
Women	26.0	28.4	20.3	26.3
15-24	25.0	34.6	22.1	36.0
25+	26.5	26.3	19.4	23.2
Married	29.0	31.0	21.6	26.4
Single	23.3	28.8	20.3	29.9

SOURCE: Calculated from Table 33.

N/A = Not Available.

TABLE 35

AVERAGE ANNUAL HOURS WORKED PER WEEK (MAIN JOB)
BY AGE AND SEX - CANADA, 1975 AND 1985

	AVERAGE HOURS WORKED PER WEEK ¹	
	1975	1985
Both Sexes	38.5	37.6
15-24	34.6	31.9
25+	39.9	39.1
Men	41.5	41.3
15-24	36.7	34.2
25+	42.9	43.0
Women	33.2	32.5
15-24	32.1	29.5
25+	33.7	33.5

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529.

N/A = Not Available.

¹Average calculated excluding persons who were not at work on the survey date.

TABLE 36

REASONS FOR PART-TIME EMPLOYMENT BY AGE AND SEX - CANADA, 1975 AND 1985

	PERSONAL OR FAMILY RESPON- SIBILITIES		GOING TO SCHOOL		COULD ONLY PART-TIME WORK		DID NOT WANT FULL-TIME WORK		OTHER REASONS		TOTAL
	(% OF (000) TOTAL)		(% OF (000) TOTAL)		(% OF (000) TOTAL)		(% OF (000) TOTAL)		(% OF (000) TOTAL)		(000)
<u>1975</u>											
Both Sexes	120	12.1%	344	34.8%	109	11.0%	364	36.8%	52	5.3%	988
15-24	13	2.8	332	72.0	54	11.7	55	11.9	8	1.7	461
25+	107	20.3	12	2.3	55	10.4	310	58.8	44	8.3	527
Men	4	1.3	187	62.1	34	11.3	49	16.3	27	9.0	301
15-24	*	---	180	81.1	21	9.5	15	6.8	4	1.8	222
25+	*	---	7	8.9	13	16.5	34	43.0	23	29.1	79
Women	116	16.9	157	22.9	74	10.8	315	45.9	25	3.6	687
15-24	12	5.0	151	63.2	33	13.8	39	16.3	4	1.7	239
25+	105	23.4	5	1.1	41	9.2	276	61.6	21	4.7	448
<u>1985</u>											
Both Sexes	162	9.2	479	27.3	516	29.4	568	32.3	32	1.8	1757
15-24	10	1.3	452	60.3	215	28.7	69	9.2	*	---	749
25+	152	15.1	27	2.7	301	29.9	500	49.7	29	2.9	1007
Men	*	---	233	47.3	165	33.5	77	15.6	15	3.0	493
15-24	*	---	221	66.4	89	26.7	21	6.3	*	---	333
25+	*	---	11	6.9	76	47.8	57	35.8	13	8.2	159
Women	158	12.5	246	19.5	351	27.8	491	38.9	17	1.3	1263
15-24	10	2.4	231	55.5	126	30.3	48	11.5	*	---	416
25+	148	17.5	15	1.8	226	26.7	443	52.2	6	0.7	848

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529.

NOTE: Totals may not add due to rounding.

*Value less than 4,000.

TABLE 37

REASONS FOR PART-TIME EMPLOYMENT BY MARITAL STATUS AND SEX - CANADA, 1975 AND 1985

	PERSONAL OR FAMILY RESPON- SIBILITIES		GOING TO SCHOOL		COULD ONLY FIND PART- TIME WORK		DID NOT WANT FULL- TIME WORK		OTHER REASONS		TOTAL
	(% OF (000) TOTAL)		(% OF (000) TOTAL)		(% OF (000) TOTAL)		(% OF (000) TOTAL)		(% OF (000) TOTAL)		(000)
1975											
Both Sexes	120	12.1%	344	34.8%	109	11.0%	364	36.8%	52	5.3%	988
Married	108	21.4	15	3.0	51	10.1	295	58.4	34	6.7	505
Single	5	1.1	326	74.6	50	11.4	44	10.1	12	2.7	437
Other	7	15.2	*	---	8	17.4	25	54.3	5	10.9	46
Men	4	1.3	187	62.1	34	11.3	49	16.3	27	9.0	301
Married	*	---	9	13.4	11	16.4	28	41.8	18	26.9	67
Single	*	---	178	78.4	23	10.1	18	7.9	7	3.1	227
Other	*	---	*	---	*	---	*	---	*	---	7
Women	116	16.9	157	22.9	74	10.8	315	45.9	25	3.6	687
Married	106	24.3	7	1.6	41	9.4	267	61.1	16	3.7	437
Single	*	---	149	71.0	27	12.9	26	12.4	5	2.4	210
Other	7	17.5	*	---	6	15.0	22	55.0	*	---	40
1985											
Both Sexes	162	9.2	479	27.3	516	29.4	568	32.3	32	1.8	1757
Married	152	16.9	20	2.2	247	27.4	463	51.4	18	2.0	900
Single	4	0.5	455	59.9	226	29.7	66	8.7	9	1.2	760
Other	6	6.3	*	---	43	44.8	40	45.4	4	4.2	96
Men	*	---	233	47.3	165	33.5	77	15.6	15	3.0	493
Married	*	---	9	7.4	53	43.8	47	38.8	9	7.4	121
Single	*	---	223	62.3	105	29.3	25	7.0	4	1.1	358
Other	*	---	*	---	7	50.0	6	42.9	*	---	14
Women	158	12.5	246	19.5	351	27.8	491	38.9	17	1.3	1263
Married	150	19.3	11	1.4	194	24.9	416	53.4	9	1.2	779
Single	*	---	232	57.7	121	30.1	41	10.2	5	1.2	402
Other	6	7.3	*	---	36	43.9	35	42.7	*	---	82

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529.

NOTE: Totals may not add due to rounding.

*Value less than 4,000.

TABLE 38
JOB TENURE BY SEX - CANADA, 1985

	LESS THAN 1 YEAR		1 - 5 YEARS		OVER 5 YEARS		TOTAL
	(000)	(% OF TOTAL)	(000)	(% OF TOTAL)	(000)	(% OF TOTAL)	(000)
Both Sexes	2879	25.5%	3157	27.9%	5275	46.6%	11311
Men	1513	23.2	1630	25.0	3364	51.7	6508
Women	1366	28.4	1526	31.8	1912	39.8	4804

SOURCE: Statistics Canada, The Labour Force, 71-001.

TABLE 39

JOB TENURE (PERCENTAGE DISTRIBUTION) BY INDUSTRY AND SEX - CANADA, 1985
(% of Industry Specific Total)

INDUSTRY	LESS THAN 1 YEAR	1-5 YEARS	OVER 5 YEARS
<u>Men - All Industries</u>	23.0%	24.8%	51.7%
Agriculture	15.3	15.6	69.1
Other Primary	27.8	22.8	49.4
Manufacturing	18.0	23.5	58.5
Construction	37.8	24.6	37.8
Transportation, Communications and Other Utilities	15.8	19.4	64.8
Trade	27.5	31.3	41.3
Finance, Insurance and Real Estate	20.6	31.0	48.4
Service	28.5	28.2	43.4
Public Administration	14.1	19.4	65.5
<u>Women - All Industries</u>	28.4	31.8	39.8
Agriculture	18.4	16.3	48.2
Other Primary	14.7	32.4	32.4
Manufacturing	26.3	31.1	42.5
Construction	26.2	32.3	43.1
Transportation, Communications and Other Utilities	17.0	27.5	55.5
Trade	32.4	35.3	32.3
Finance, Insurance and Real Estate	19.6	33.2	47.5
Service	31.3	31.8	37.1
Public Administration	24.6	30.4	44.7

SOURCE: Statistics Canada, The Labour Force, 71-001.

NOTE: Rows may not total to 100% due to rounding.

TABLE 40

JOB TENURE (PERCENTAGE DISTRIBUTION) BY OCCUPATION AND SEX - CANADA, 1985
(% of Occupation Specific Total)

OCCUPATION	LESS THAN 1 YEAR	1-5 YEARS	OVER 5 YEARS
<u>Men - All Occupations</u>	23.0%	24.8%	51.7%
Managerial and Professional	15.9	25.7	58.3
Clerical	22.0	24.0	54.0
Sales	26.3	33.5	40.0
Service	33.5	26.8	39.7
Primary	24.0	16.8	59.2
Production	21.1	25.1	53.8
Construction	32.5	21.8	45.9
Transportation	24.9	24.4	50.9
Material Handling and Other Crafts	25.4	22.9	51.4
<u>Women - All Occupations</u>	28.4	31.8	39.8
Managerial and Professional	20.2	31.4	48.4
Clerical	26.0	32.7	41.2
Sales	35.2	35.7	29.1
Service	42.5	32.2	25.3
Primary	22.1	15.3	62.6
Production	28.6	29.9	41.8
Construction	N/A	N/A	N/A
Transportation	14.3	32.1	21.4
Material Handling and Other Crafts	33.3	28.0	38.7

SOURCE: Statistics Canada, The Labour Force, 71-001.

NOTE: Rows may not total to 100% due to rounding.

N/A = Not Available

VI. TRENDS IN UNEMPLOYMENT RATES

VI. TRENDS IN UNEMPLOYMENT RATES

Highlights

1. Manitoba and Canada's unemployment rates increased for both women and men between 1975 and 1985. In Manitoba, the unemployment rate for women increased from 5.5% to 8.5% while the rate for men rose from 4.0% to 7.9%. Thus the gap between women's and men's rates became smaller between 1975 and 1985 with the female unemployment rate being only 0.6 percentage points higher than the male rate in 1985, compared to 1.5 percentage points higher in 1975.
2. In 1985, unemployment rates for women in Canada (and, where data is available, in Manitoba) were highest for 15-24 year olds (especially for teenagers), and women with lower levels of education. The data also indicates that single women tended to have slightly higher unemployment rates than married women. However, this was not due to women's marital status but rather to the fact that single women tend to be younger and at an age during which unemployment rates are much higher. In fact, when the 15-24 and 25+ age groups are examined individually, unemployment rates tend to be higher among married women within both age ranges.
3. Among men, unemployment rates were higher for 15-24 year olds and those categories of marital status and family status associated with younger age groups (e.g., singles, single children living at home and unattached individuals).
4. Women's unemployment rates tend to be lower than men's in the 15-24 year age group and for singles over 25 years of age. In family status categories women who are single and living at home or unattached have lower unemployment rates than men. Men's unemployment rates are lower than women's for those 25 and over and those married 15-24 years of age. Men's unemployment rates are also lower regardless of educational category and among the family status categories of household heads and spouses.

5. Nationally in 1985, women's unemployment rates were especially high in the other primary, construction and manufacturing industries. Occupations with above average unemployment rates for women were processing, material handling, product fabricating, other crafts, and service occupations. Men's unemployment rates were highest in the other primary and construction industries, and in the fishing, forestry, mining, construction, material handling, and service occupations. In those occupations with a larger number of women in the labour force (i.e. clerical, sales and service), unemployment rates were higher for women than for men.

TABLE 41
UNEMPLOYMENT RATES BY SEX, BY AGE AND MARITAL STATUS
MANITOBA AND CANADA, 1975 AND 1985

	MANITOBA				CANADA			
	MEN		WOMEN		MEN		WOMEN	
	1975	1985	1975	1985	1975	1985	1975	1985
<u>Age</u>								
15-19					15.4%	20.6%	14.4%	16.7%
	8.1%	15.0%	8.3%	12.7%				
20-24					10.5	17.0	9.1	13.4
25-34					5.0	10.4	8.0	11.5
35-44					3.6	7.1	5.9	8.8
45-54	2.7	5.8	4.1	7.0	3.8	6.7	5.7	7.8
55-64					4.0	8.4	4.9	7.7
65+					5.4	N/A	N/A	N/A
All Ages	4.0	7.9	5.5	8.5	6.2	10.3	8.1	10.7
<u>Marital Status</u>								
15-24	8.1	15.0	8.3	12.7	12.5	18.2	11.4	14.6
Single	8.8	15.8	N/A	11.8	14.1	19.0	11.1	13.9
Married	N/A	N/A	N/A	N/A	7.8	14.4	11.8	16.2
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	24.8
25+	2.7	5.8	4.1	7.0	4.3	8.3	6.5	9.4
Single	N/A	N/A	N/A	N/A	7.8	15.5	4.2	7.9
Married	2.0	4.9	N/A	6.7	3.7	6.6	7.0	9.3
Other	N/A	N/A	N/A	N/A	7.6	14.4	5.8	11.6
Total 15+	4.0	7.9	5.5	8.5	6.2	10.3	8.1	10.7
Single	8.1	13.7	N/A	9.9	12.2	17.7	9.1	11.7
Married	2.3	5.2	5.2	7.6	4.0	7.0	7.9	10.0
Other	N/A	N/A	N/A	N/A	8.2	14.5	6.4	12.0

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529; Labour Force Survey Division, unpublished data.

N/A = Not Available.

TABLE 42

UNEMPLOYMENT RATES BY SEX, BY EDUCATIONAL ATTAINMENT AND FAMILY STATUS
MANITOBA AND CANADA, 1975 AND 1985

	MANITOBA				CANADA			
	MEN		WOMEN		MEN		WOMEN	
	1975	1985	1975	1985	1975	1985	1975	1985
<u>Education</u>								
0-8 years	4.2%	8.4%	6.3%	N/A	7.6%	12.7%	10.0%	13.8%
High School	4.5	9.2	6.5	9.6%	7.2	12.2	9.1	12.5
Some Post-Secondary	N/A	N/A	N/A	N/A	5.8	9.4	7.4	9.8
Post-Secondary (Diploma or Certificate)	N/A	N/A	N/A	N/A	3.6	7.5	5.2	7.6
University Degree	N/A	N/A	N/A	N/A	2.2	4.3	4.9	5.9
All Categories	4.0	7.9	5.5	8.5	6.2	10.3	8.1	10.7
<u>Family Status</u>								
Family Members	3.6	7.5	5.3	9.0	6.0	9.8	8.6	11.2
Head	2.3	5.1	N/A	N/A	3.9	6.9	7.3	13.1
Spouse	N/A	N/A	5.0	7.3	N/A	8.7	7.9	9.9
Single Children	8.4	15.2	7.6	13.1	13.7	19.6	11.4	14.0
Other	N/A	N/A	N/A	N/A	12.3	18.7	7.6	13.9
Unattached Individuals	7.5	10.5	6.8	N/A	8.5	14.1	5.4	7.6
All Categories	4.0	7.9	5.5	8.5	6.2	10.3	8.1	10.7

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529; Labour Force Survey Division, unpublished data.

N/A = Not Available.

TABLE 43

UNEMPLOYMENT RATES BY SEX AND INDUSTRY: CANADA - 1975 AND 1985

<u>Industry</u>	<u>MEN</u>		<u>WOMEN</u>	
	1975	1985	1975	1985
Agriculture	2.3%	6.3%	4.8%	9.1%
Other Primary	10.6	14.9	N/A	13.7
Forestry	19.3	26.8	N/A	N/A
Fishing	N/A	16.0	N/A	N/A
Mining	5.6	9.1	N/A	N/A
Manufacturing	6.0	8.9	11.3	13.1
Construction	12.1	20.8	N/A	13.3
Transportation and Communication	5.1	7.5	5.5	7.1
Electric Power, Gas and Water Utilities	N/A	5.6	N/A	N/A
Trade	4.8	8.4	6.8	9.4
Finance, Insurance and Real Estate	1.8	5.2	3.7	6.9
Community, Business and Personal Services	4.2	9.8	6.3	9.4
Public Administration	3.5	7.7	5.5	9.1
All Industries	6.2	10.3	8.1	10.7

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529.

N/A = Not Available.

TABLE 44

UNEMPLOYMENT RATES BY SEX AND OCCUPATION: CANADA - 1975 AND 1985

	<u>MEN</u>		<u>WOMEN</u>	
	1975	1985	1975	1985
<u>Occupation</u>				
Managerial	1.7%	3.8%	3.8%	6.4%
Natural Science	2.3	5.4	N/A	8.4
Social Science	N/A	5.8	N/A	7.6
Religion	N/A	N/A	N/A	N/A
Teaching	2.1	3.0	4.3	5.8
Medicine and Health	N/A	N/A	3.5	4.1
Artistic and Literary	5.4	12.1	N/A	10.3
Clerical	5.3	8.5	5.6	9.0
Sales	3.0	7.3	6.6	9.0
Service	6.2	12.9	8.6	13.2
Agriculture	3.3	9.0	5.2	10.2
Fishing	N/A	15.4	N/A	N/A
Forestry	21.1	31.1	N/A	N/A
Mining	8.7	12.4	N/A	N/A
Processing	7.8	10.9	17.2	19.7
Machining	6.5	11.1	N/A	N/A
Product Fabricating	5.5	9.0	11.4	14.3
Construction	10.8	18.8	N/A	N/A
Transport Equipment				
Operating	6.4	10.9	N/A	N/A
Materials Handling	10.1	14.5	14.6	18.1
Other Crafts	N/A	6.6	N/A	14.4
All Occupations	6.2	10.3	8.1	10.7

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529.

N/A = Not Available.

VII. CHARACTERISTICS OF THE UNEMPLOYED

VII. CHARACTERISTICS OF THE UNEMPLOYED

Highlights

1. The number of women and men unemployed increased significantly between 1975 and 1985. Male unemployment in Manitoba increased from 11,000 to 23,000 while the number of women unemployed in the province increased from 9,000 to 19,000.
2. Among Manitoba women, 60% of the 1985 unemployed were 25+ years of age. Female unemployment insurance claimants in 1985 (a proxy measure for the number of unemployed) were most heavily concentrated in the 20-34 year age range with this group accounting for over 50% of total claimants. The situation for men was similar.
3. The largest numbers of unemployed women and men in 1985 by age and marital status were singles 15-24 years of age and married people over 25 years of age. In terms of family status the largest number of unemployed women were spouses while unemployed men were concentrated in the household head and single children living at home categories.
4. In Canada, unemployed women were concentrated in the manufacturing, trade, and community, business and personal service sectors in both 1975 and 1985. Unemployed men were more numerous in the construction, manufacturing, trade, and community, business and personal service industries.
5. Classified by occupation, 49% of unemployed Canadian women in 1985 worked in the clerical and service occupations. Unemployed men were concentrated in construction, service and fabricating occupations. In Manitoba, 56% of female U.I. claimants in 1985 were in the clerical and service occupations. Male U.I. claimants were most prevalent in the construction trades (29%).
6. About 64% of Manitoba's female unemployment insurance claimants were located in the Winnipeg area compared to 58% of male claimants.

7. Nationally, the average duration of unemployment in 1985 was longer for men than for women - 23.1 weeks compared with 19.7 weeks - and for both sexes tended to be longer among older and/or married workers. The average duration of unemployment increased significantly between 1975 and 1985 for all age/sex and marital status sub-groups although the increases were larger for men than for women and for older workers compared to youth.
8. About 84% of unemployed Canadian men in 1985 were looking for permanent full-time work compared with about 73% of unemployed women. Unemployed married men and men over 25 years of age were more inclined to seek permanent full-time employment than were unemployed single and/or 15-24 year old men. The situation was similar for women but the differences between age and marital groups were not as significant as they were for men.
9. Prior to becoming unemployed, 57% of women in Canada had been working (compared with 77% of unemployed men) and 22% had been keeping house. The proportion previously working was much higher in 1985 than in 1975 for both men and women. There was a large decline over the ten year period in the proportions of unemployed that had not been looking for work before becoming unemployed, for both women and men.
10. The main reason given by unemployed workers for leaving their last job was that they had lost their job or were laid-off - this was the reason given by 52% of unemployed women and 72% of unemployed men in 1985, much higher proportions than in 1975 when 34% of unemployed women and 54% of unemployed men stated that reason.

TABLE 45
UNEMPLOYED BY SEX, BY AGE AND MARITAL STATUS
MANITOBA AND CANADA, 1975 AND 1985

(000)

	MANITOBA				CANADA			
	MEN		WOMEN		MEN		WOMEN	
	1975	1985	1975	1985	1975	1985	1975	1985
<u>Age</u>								
15-19					96	109	76	82
20-24	6	10	4	8	90	166	63	116
25-34					82	213	73	181
35-44					44	118	38	108
45-54	6	13	4	12	42	76	32	60
55-64					28	65	14	31
65+					8	*	*	*
All Ages	11	23	9	19	391	750	299	578
<u>Marital Status</u>								
15-24	6	10	4	8	186	275	139	198
Single	5	9	*	5	155	238	90	135
Married	*	10	*	*	29	35	46	58
Other	*	*	*	*	*	*	*	5
25+	6	13	4	12	205	475	160	380
Single	*	*	*	*	37	199	14	43
Married	4	9	*	8	153	308	127	271
Other	*	*	*	*	14	47	19	65
Total 15+	11	23	9	19	391	750	299	578
Single	6	12	*	6	192	358	104	178
Married	5	19	5	10	183	343	173	330
Other	*	*	*	*	16	49	22	70

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529.

NOTE: Totals may not add due to rounding.

*Value less than 4,000.

TABLE 46

PERCENTAGE GROWTH IN UNEMPLOYED BY SEX, BY AGE AND MARITAL STATUS
MANITOBA AND CANADA, 1975 - 1985

	MANITOBA PERCENTAGE GROWTH IN UNEMPLOYED		CANADA PERCENTAGE GROWTH IN UNEMPLOYED	
	MEN	WOMEN	MEN	WOMEN
<u>Age</u>				
15-19	66.7%	100.0%	13.5%	7.9%
20-24			84.4	84.1
25-34			159.8	147.9
35-44			168.2	184.2
45-54	116.7	200.0	81.0	87.5
55-64			132.1	121.4
65+			---	---
All Ages	109.1	111.1	91.8	93.3
<u>Marital Status</u>				
15-24	66.7	100.0	47.8	42.4
Single	80.0	---	53.5	50.0
Married	---	---	20.7	26.1
Other	---	---	---	---
25+	116.7	200.0	131.7	137.5
Single	---	---	221.6	207.1
Married	125.0	---	101.3	113.4
Other	---	---	235.7	242.1
Total 15+	109.1	111.1	91.8	93.3
Single	100.0	---	86.5	71.2
Married	100.0	100.0	87.4	90.8
Other	---	---	206.3	218.2

SOURCE: Calculated from Table 45.

TABLE 47

UNEMPLOYMENT INSURANCE CLAIMANTS BY SEX
AND AGE - MANITOBA, 1985

AGE	MEN	WOMEN
15-19	1,466	935
20-24	7,071	4,606
25-34	8,745	7,272
35-44	4,322	3,507
45-54	2,851	2,136
55-64	3,083	1,716
65+	36	16
Total Claimants	27,574	20,188

SOURCE: Canada Employment and Immigration Commission.

TABLE 48

UNEMPLOYMENT INSURANCE CLAIMANTS BY SEX AND AGE
MANITOBA, 1985 (SELECTED DISTRIBUTIONS)

AGE	MEN AS A % OF TOTAL MEN'S CLAIMANTS	WOMEN AS A % OF TOTAL WOMEN'S CLAIMANTS	WOMEN AS A % OF TOTAL CLAIMANTS BY EACH AGE GROUP
15-19	5.3%	4.6%	38.9%
20-24	25.6	22.8	39.4
25-34	31.7	36.0	45.4
35-44	15.7	17.4	44.8
45-54	10.3	10.6	42.8
55-64	11.2	8.5	35.6
65+	0.1	0.1	31.5
Total 15+	100.0	100.0	42.3

SOURCE: Calculated from Table 47.

TABLE 49
UNEMPLOYED BY SEX, BY EDUCATIONAL ATTAINMENT AND FAMILY STATUS
MANITOBA AND CANADA, 1975 AND 1985

(000)

	MANITOBA				CANADA			
	MEN		WOMEN		MEN		WOMEN	
	1975	1985	1975	1985	1975	1985	1975	1985
<u>Education</u>								
0-8 years	*	4	*	*	111	131	55	65
High School	6	14	5	12	203	443	172	352
Some Post-Secondary	*	*	*	*	36	66	25	57
Post-Secondary (Diploma or Certificate)	*	*	*	*	27	66	33	67
University Degree	*	*	*	*	14	44	13	37
All Categories	11	23	9	19	391	750	299	578
<u>Family Status</u>								
Family Members	9	19	7	18	340	624	270	521
Head	4	10	*	*	174	321	20	85
Spouse	*	*	5	9	*	24	164	296
Single Children	4	8	*	5	144	244	77	119
Other	*	*	*	*	19	35	9	21
Unattached Individuals	*	4	*	*	51	126	29	57
All Categories	11	23	9	19	391	750	299	578

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529.

NOTE: Totals may not add due to rounding.

*Value less than 4,000.

TABLE 50

PERCENTAGE GROWTH IN UNEMPLOYED BY SEX, BY EDUCATIONAL
ATTAINMENT AND FAMILY STATUS, MANITOBA AND CANADA, 1975-1985

	MANITOBA PERCENTAGE GROWTH IN UNEMPLOYED		CANADA PERCENTAGE GROWTH IN UNEMPLOYED	
	MEN	WOMEN	MEN	WOMEN
<u>Education</u>				
0-8	-	-	18.0%	18.2%
High School	133.3%	140.0%	118.2	104.7
Some Post Secondary	-	-	83.3	128.0
Post Secondary (Diploma or Certificate)	-	-	144.4	103.0
University Degree	-	-	214.3	184.6
All Categories	109.1	111.1	91.8	93.3
<u>Family Status</u>				
Family Member	111.1	157.1	83.5	93.0
Head	150.0	-	84.5	325.0
Spouse	-	80.0	-	80.5
Single Children	100.0	-	69.4	54.5
Other	-	-	84.2	133.3
Unattached Individuals	-	-	147.1	96.5
All Categories	109.1	111.1	91.8	93.3

SOURCE: Calculated from Table 49.

TABLE 51
UNEMPLOYMENT BY SEX AND INDUSTRY - CANADA, 1975 AND 1985
(000)

	MEN		WOMEN	
	1975	1985	1975	1985
<u>Industry</u>				
Agriculture	9	23	5	14
Other Primary	24	45	*	5
Forestry	14	23	*	*
Fishing	*	6	*	*
Mining	8	17	*	*
Manufacturing	90	140	59	82
Construction	78	137	*	10
Transportation and Communications	30	47	8	14
Electric Power, Gas and Water Utilities	*	6	*	*
Trade	50	104	47	91
Finance, Insurance and Real Estate	4	14	11	28
Community, Business and Personal Services	46	151	99	235
Public Administration	17	41	12	31
All Industries	391	750	299	578

SOURCES: Statistics Canada, The Labour Force 71-001; Labour Force Annual Averages, 71-529.

*Values less than 4,000.

TABLE 52

WOMEN AS PERCENTAGE OF UNEMPLOYED BY INDUSTRY, AND PERCENTAGE
DISTRIBUTION OF WOMEN UNEMPLOYED BY INDUSTRY - CANADA, 1975 AND 1985

INDUSTRY	WOMEN/TOTAL INDUSTRY UNEMPLOYED		WOMEN/TOTAL WOMEN UNEMPLOYED	
	1975	1985	1975	1985
Agriculture	35.7%	37.8%	1.7%	2.4%
Other Primary	-	10.0	-	0.9
Forestry	-	-	-	-
Fishing	-	-	-	-
Mining	-	-	-	-
Manufacturing	39.6	36.9	19.7	14.2
Construction	-	6.8	-	1.7
Transportation and Communications	21.1	23.0	2.7	2.4
Electric Power, Gas and Water Utilities	-	-	-	-
Trade	48.5	46.7	15.7	15.7
Finance, Insurance and Real Estate	73.3	66.7	3.7	4.8
Community, Business and Personal Services	68.3	60.9	33.1	40.7
Public Administration	41.4	43.1	4.0	5.4
All Industries	43.3	43.5	100.0	100.0

SOURCE: Calculated from Table 51.

TABLE 53
UNEMPLOYMENT INSURANCE CLAIMANTS BY SEX AND
OCCUPATION - MANITOBA, 1985

OCCUPATION	MALE	FEMALE
Managerial	868	524
Natural Sciences	564	169
Social Science	274	526
Religion	10	7
Teaching	250	964
Medicine and Health	125	1,359
Artistic and Literary	182	196
Sports and Recreation	67	35
Clerical	1,587	7,457
Sales	1,330	1,662
Services	2,054	3,911
Farming	900	194
Fishing	141	9
Forestry	206	5
Mining	264	5
Processing	903	364
Machining	1,499	79
Fabricating	2,794	1,259
Construction	8,038	164
Transportation Equipment Operating	1,926	146
Material Handling	1,314	320
Other Crafts	253	177
Not Elsewhere Classified	1,976	628
Not Stated	49	29
Totals	27,574	20,188

SOURCE: Canada Employment and Immigration Commission.

TABLE 54

UNEMPLOYMENT INSURANCE CLAIMANTS BY SEX AND OCCUPATION
MANITOBA, 1985 (SELECTED DISTRIBUTIONS)

OCCUPATION	MEN AS % OF TOTAL MEN'S CLAIMANTS	WOMEN AS A % OF TOTAL WOMEN'S CLAIMANTS	WOMEN AS A % OF TOTAL CLAIMANTS BY EACH OCCUPATION
Managerial	3.1%	2.6%	37.6%
Natural Sciences	2.0	0.8	23.1
Social Sciences	1.0	2.6	65.8
Religion	0.0	0.0	38.5
Teaching	0.9	4.8	79.4
Medicine and Health	0.5	6.7	91.6
Artistic and Literary	0.7	1.0	51.9
Sports and Recreation	0.2	0.2	34.1
Clerical	5.8	36.9	82.4
Sales	4.8	8.2	55.6
Service	7.4	19.4	65.6
Farming	3.3	1.0	17.7
Fishing	0.5	0.0	14.2
Forestry	0.7	0.0	2.5
Mining	1.0	0.0	1.7
Processing	3.3	1.8	28.7
Machining	5.4	0.4	5.0
Fabricating	10.1	6.2	31.0
Construction	29.1	0.8	2.0
Transportation Equipment			
Operating	7.0	0.7	7.0
Material Handling	4.8	1.6	19.6
Other Crafts	0.9	0.9	41.2
Not Elsewhere Classified	7.2	3.1	24.1
Not Stated	0.2	0.1	36.8
All Occupations	100.0	100.0	42.3

SOURCE: Calculated from Table 53.

TABLE 55
UNEMPLOYED BY SEX AND OCCUPATION - CANADA, 1975 AND 1985
(000)

OCCUPATION	MEN		WOMEN	
	1975	1985	1975	1985
Managerial	9	35	5	29
Natural Sciences	7	20	*	6
Social Sciences	*	5	*	9
Religion	*	*	*	*
Teaching	4	6	11	18
Medicine and Health	*	*	12	19
Artistic and Literary	4	15	*	9
Clerical	23	36	72	151
Sales	21	47	25	45
Service	37	101	53	134
Farming	14	37	6	14
Fishing	*	6	*	*
Forestry	12	24	*	*
Mining	5	9	*	*
Processing	25	36	13	18
Machining	16	29	*	*
Fabricating	39	71	26	35
Construction	77	137	*	*
Transportation Equipment Operating	25	48	*	*
Material Handling	22	35	8	10
Other Crafts	*	8	*	5
Not Elsewhere Classified	41	41	53	66
All Occupations	391	750	299	578

SOURCE: Statistics Canada, Labour Force Survey Division, unpublished data.

*Value less than 4,000.

TABLE 56

WOMEN AS PERCENTAGE OF UNEMPLOYED BY OCCUPATION AND PERCENTAGE
DISTRIBUTION OF WOMEN UNEMPLOYED BY OCCUPATION - CANADA, 1975 AND 1985

OCCUPATION	WOMEN/TOTAL OCCUPATION UNEMPLOYED		WOMEN/TOTAL WOMEN'S UNEMPLOYED	
	1975	1985	1975	1985
Managerial	35.7%	45.3%	1.7%	5.0%
Natural Sciences	-	23.1	-	1.0
Social Sciences	-	64.3	-	1.6
Religion	-	-	-	-
Teaching	73.3	75.0	3.7	3.1
Medicine and Health	-	-	4.0	3.3
Artistic and Literary	-	37.5	-	1.6
Clerical	75.8	80.7	24.1	26.1
Sales	54.3	48.9	8.4	7.8
Service	58.9	57.0	17.7	23.2
Farming	30.0	27.5	2.0	2.4
Fishing	-	-	-	-
Forestry	-	-	-	-
Mining	-	-	-	-
Processing	34.2	33.3	4.3	3.1
Machining	-	-	-	-
Fabricating	40.0	33.0	8.6	6.1
Construction	-	-	-	-
Transportation Equipment Operating	-	-	-	-
Material Handling	26.7	22.2	2.7	1.7
Other Crafts	-	38.5	-	0.9
Not Elsewhere Classified	56.4	61.7	17.7	11.4
All Occupations	59.6	43.5	100.0	100.0

SOURCE: Calculated From Table 55.

TABLE 57
UNEMPLOYMENT INSURANCE CLAIMANTS BY SEX AND REGION
MANITOBA, 1985

	MEN	WOMEN	REGION TOTAL
<u>Region</u>			
Southeast	980	636	1,616
South Central	926	586	1,512
Southwest	2,508	1,825	4,333
North Central	1,122	730	1,852
Parklands	1,396	651	2,047
Interlake	2,589	1,594	4,183
Winnipeg	15,909	12,928	28,837
North	2,144	1,238	3,382
Total Claimants	27,574	20,188	47,762

SOURCE: Canada Employment and Immigration Commission.

TABLE 58

UNEMPLOYMENT INSURANCE CLAIMANTS BY SEX AND REGION - MANITOBA, 1985
(SELECTED DISTRIBUTIONS)

REGION	MEN AS % OF TOTAL MEN'S CLAIMANTS	WOMEN AS A % OF TOTAL WOMEN'S CLAIMANTS	WOMEN AS A % OF TOTAL CLAIMANTS BY EACH REGION
Southeast	3.6%	3.2%	39.4%
South Central	3.4	2.9	38.8
Southwest	9.1	9.0	42.1
North Central	4.1	3.6	39.4
Parklands	5.1	3.2	31.8
Interlake	9.4	7.9	38.1
Winnipeg	57.7	64.0	44.8
North	7.8	6.1	36.6
All Regions	100.0	100.0	42.3

SOURCE: Calculated from Table 57.

TABLE 59

PERCENTAGE DISTRIBUTION OF UNEMPLOYED BY
AVERAGE DURATION OF UNEMPLOYMENT¹ BY SEX, BY AGE AND MARITAL
STATUS - CANADA AND MANITOBA AGGREGATE, 1975 AND 1985

	4 WEEKS OR LESS		5-13 WEEKS		14 WEEKS OR OVER		AVERAGE DURATION	
	1975	1985	1975	1985	1975	1985	1975	1985
	(% of Total Category Unemployed)						(weeks)	
<u>Canada</u>								
Both Sexes	32.9%	26.3%	32.2%	26.1%	34.8%	45.4%	13.9	21.6
15-24	35.4	32.8	34.2	29.8	30.0	35.5	12.2	15.8
25+	30.2	22.6	30.2	24.2	39.1	50.9	15.5	24.9
Married	31.7	24.2	31.4	25.1	36.7	48.0	14.4	22.5
Single	34.7	30.0	33.1	28.2	32.1	39.9	13.1	19.2
Other	28.5	21.0	28.5	22.7	40.4	54.6	16.1	27.9
Men	32.3	24.8	32.3	25.7	35.3	47.6	14.1	23.1
15-24	35.5	31.6	34.0	29.1	30.4	37.1	12.2	16.3
25+	28.9	20.6	30.9	23.8	40.1	53.5	16.0	27.1
Married	30.9	22.2	32.1	24.8	36.8	51.3	14.7	24.9
Single	33.8	28.2	32.8	27.4	33.3	42.7	13.5	20.3
Other	25.0	18.4	31.2	20.4	43.7	59.2	16.4	30.5
Women	33.7	28.2	31.8	26.6	34.0	42.6	13.7	19.7
15-24	35.8	34.3	34.4	30.8	29.6	33.3	12.2	15.1
25+	31.9	25.0	29.4	24.5	38.0	47.6	14.9	22.1
Married	32.5	26.4	31.4	25.5	36.0	44.8	14.2	20.0
Single	36.7	33.7	34.8	30.3	29.3	34.8	12.3	16.8
Other	30.7	22.9	26.9	22.9	42.3	51.4	15.9	26.1
<u>Manitoba</u>								
Both Sexes	38.1	27.9	33.3	27.9	23.8	41.9	10.2	18.0

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529.

¹Does not include persons with a job to start within four weeks of the reference week who had not actively looked for work in the past four weeks, but who were available for work in the reference week.

TABLE 60

UNEMPLOYED LOOKING FOR PERMANENT FULL-TIME EMPLOYMENT¹ BY SEX, BY AGE
AND MARITAL STATUS - CANADA AND MANITOBA AGGREGATE, 1975 AND 1985

	UNEMPLOYED LOOKING FOR PERMANENT FULL-TIME EMPLOYMENT		LOOKING FOR PERMANENT FULL-TIME EMPLOYMENT AS PERCENTAGE OF TOTAL CATEGORY UNEMPLOYED	
	1975	1985	1975	1985
	(000)		(%)	
<u>Canada</u>				
Both Sexes	445	1047	64.5%	78.8%
15-24	210	329	64.6	69.6
25+	236	718	64.8	84.0
Married	227	550	63.9	81.7
Single	191	395	64.5	73.7
Other	26	103	68.4	86.6
Men	262	626	67.0	83.5
15-24	121	197	65.0	71.6
25+	141	429	68.8	90.3
Married	124	307	67.8	89.5
Single	127	274	66.2	76.5
Other	11	44	68.8	89.8
Women	183	421	61.2	72.8
15-24	89	132	64.0	66.7
25+	94	289	58.8	76.0
Married	103	242	59.5	73.3
Single	65	120	62.5	67.4
Other	15	59	68.2	84.3
<u>Manitoba</u>				
Both Sexes	11	32	55.0	74.4

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529.

¹Permanent employment is defined as work to last more than 6 months.

TABLE 61

PERCENTAGE DISTRIBUTION OF UNEMPLOYED PERSONS BY ACTIVITY PRIOR TO
LOOKING FOR WORK BY SEX, BY AGE AND MARITAL STATUS - CANADA AND MANITOBA
AGGREGATE, 1975 AND 1985

	WORKING		KEEPING HOUSE		ATTENDING SCHOOL		OTHER		NOT LOOKING	
	1975	1985	1975	1985	1975	1985	1975	1985	1975	1985
(% of Total Category Unemployed)										
<u>Canada</u>										
Both Sexes	54.3%	68.2%	12.6%	9.9%	13.0%	10.5%	6.4%	5.9%	13.6%	5.4%
15-24	52.6	59.2	8.0	5.3	24.9	25.6	6.5	5.7	8.3	4.0
25+	55.9	73.1	16.8	12.6	2.7	2.1	6.3	6.1	18.4	6.2
Married	54.1	71.8	19.4	14.6	2.8	1.9	5.4	4.9	18.3	7.0
Single	55.1	63.8	3.0	2.6	26.7	22.9	7.4	6.9	8.1	3.7
Other	52.6	67.2	23.7	17.6	N/A	N/A	N/A	7.6	13.2	4.2
Men	63.2	76.5	1.5	0.8	12.8	10.3	7.7	7.1	14.8	5.3
15-24	59.1	64.4	N/A	N/A	23.7	27.4	7.0	6.2	9.1	4.4
25+	66.8	83.6	2.0	0.8	2.9	1.9	8.3	7.6	20.0	5.9
Married	67.2	84.3	N/A	N/A	2.7	1.7	7.7	6.7	21.3	7.0
Single	59.4	68.7	N/A	N/A	22.9	19.6	7.8	7.2	8.9	3.9
Other	62.5	81.6	N/A	N/A	N/A	N/A	N/A	10.2	N/A	N/A
Women	42.5	57.3	27.1	22.0	13.7	10.7	4.7	4.5	12.0	5.5
15-24	43.9	52.0	17.3	11.6	26.6	27.3	5.8	5.1	7.2	3.5
25+	41.3	60.0	35.6	27.1	2.5	2.4	3.8	4.2	16.3	6.3
Married	39.9	58.8	38.2	28.8	2.9	1.8	3.5	3.0	15.6	7.0
Single	46.2	54.5	6.7	6.2	33.7	29.8	6.7	6.2	6.7	3.3
Other	45.5	57.1	36.4	28.6	N/A	N/A	N/A	7.1	N/A	N/A
<u>Manitoba</u>										
Both Sexes	50.0	62.8	N/A	12.5	N/A	12.5	N/A	N/A	N/A	N/A

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529.

N/A = Not Available.

TABLE 62

PERCENTAGE DISTRIBUTION OF UNEMPLOYED BY REASON FOR LEAVING LAST JOB, BY SEX,
BY AGE AND MARITAL STATUS - CANADA AND MANITOBA AGGREGATE, 1975 AND 1985

	OWN ILLNESS		PERSONAL RESPON- SIBILITIES		SCHOOL		LOST JOB OR LAID OFF		RETIRED		NOT WORKED IN 5 YEARS		NEVER WORKED	
	1975	1985	1975	1985	1975	1985	1975	1985	1975	1985	1975	1985	1975	1985
(% of Total Category Unemployed)														
<u>Canada</u>														
Both Sexes	4.5%	3.4%	5.2%	4.0%	4.6%	4.7%	45.4%	63.5%	0.9%	1.2%	2.0%	3.8%	5.8%	4.4%
15-24	3.1	1.9	4.6	2.7	9.2	10.8	39.4	57.7	N/A	N/A	N/A	N/A	10.8	11.0
25+	5.5	4.2	5.8	4.7	N/A	1.2	50.8	66.7	1.6	1.9	3.6	5.5	1.4	0.7
Married	4.8	3.9	7.3	5.8	N/A	1.2	49.3	66.0	1.4	1.9	3.1	4.5	1.7	0.9
Other	3.9	3.1	3.0	2.1	8.7	8.2	41.0	60.8	N/A	N/A	N/A	3.1	10.2	7.9
Men	3.8	3.1	1.5	0.8	4.9	4.7	54.0	72.4	1.3	1.7	N/A	1.9	4.3	3.7
15-24	2.7	1.8	N/A	N/A	9.1	10.9	47.3	65.1	N/A	N/A	N/A	N/A	8.6	9.8
25+	4.9	3.8	N/A	1.1	N/A	1.1	60.0	76.6	2.4	2.7	N/A	2.7	N/A	N/A
Married	4.4	3.2	N/A	N/A	N/A	1.2	61.7	77.8	2.2	3.2	N/A	1.7	N/A	N/A
Other	3.4	2.7	N/A	N/A	8.2	7.6	47.1	68.0	N/A	N/A	N/A	2.0	7.7	6.7
Women	5.4	4.0	10.0	8.1	4.7	4.7	34.1	51.9	N/A	N/A	4.3	6.2	8.0	5.4
15-24	3.6	2.0	8.6	6.1	9.4	11.1	28.8	47.5	N/A	N/A	N/A	N/A	14.4	13.1
25+	6.3	5.0	11.3	9.2	N/A	1.3	38.8	54.2	N/A	N/A	7.5	8.9	2.5	1.3
Married	5.2	4.2	13.3	10.9	N/A	1.2	35.8	53.6	N/A	N/A	5.8	7.3	2.9	1.8
Other	4.8	3.6	5.6	4.4	9.5	9.3	31.0	49.6	N/A	N/A	N/A	4.8	15.1	10.1
<u>Manitoba</u>														
Both Sexes	N/A	N/A	N/A	N/A	N/A	N/A	35.0	55.8	N/A	N/A	N/A	N/A	N/A	N/A

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529.

NOTE: These reasons are not an exhaustive list, hence the percentages do not add to 100% across rows.

N/A = Not Available.

VIII. WAGES AND SALARIES

VIII. WAGES AND SALARIES

Highlights

1. In 1980, the average annual employment income for Manitoba women was 52% of the average for men. The gap in total incomes was largest in the 35-54 age range and for individuals with lower levels of education.
2. This gap between women's average annual employment incomes and that of men is partially due to the fact that women tend to work fewer hours per week and fewer weeks per year. Among full-time/full-year workers, however, Manitoba women earned only 66% as much from employment in 1980 as Manitoba men.
3. The gap between male and female incomes is much less for part-time workers. In 1980, Manitoba women who worked part-time for the full-year earned 87% as much as similarly employed men, while women who worked full-time for the full-year earned 66% as much as men employed full-time for the full-year.
4. Manitoba ranked fourth highest in 1982 among all provinces in terms of the ratio of women's average employment income to that of men for full-time, full-year workers. Prince Edward Island, Quebec and Saskatchewan had higher ratios than Manitoba, while the Manitoba ratio of 66% was above the Canadian average of 64%.
5. According to the Survey of Consumer Finances, between 1971 and 1982 the ratio of Canadian women's employment income to that of men for full-time/full-year workers gradually increased, from 60% in 1971 to 64% in 1982. Data from the 1971 and 1981 censuses indicates that this narrowing of the gap between women's and men's incomes has also occurred in Manitoba. Women's employment income in Manitoba, as reported by the census, rose from 61% of men's employment income in 1970 to 66% in 1980. The Survey of Consumer Finances suggests that the

women/men's employment income ratio has been more variable in Manitoba than nationally, ranging from a low of 61% in 1973 to a high of 67% in 1977, but the overall trend for the 1971-82 period still suggests that women's incomes have tended to rise as a proportion of men's.

6. Women in Manitoba fared better than men in terms of earned incomes relative to the Canadian average. In 1982, Manitoba women earned 92% of what Canadian women earned compared to 89% of the national average for Manitoba's men.
7. The most recent data on average annual employment income by sex is available for 1984 through a companion survey to the Labour Force Survey. This information shows a higher women/men earnings ratio than the 1981 Census, at 74% for both Manitoba and Canada. Unfortunately this information is not consistent with the census or survey of consumer finances data since only people who were working at the time of the survey were included. The survey does indicate that differences in the ratio of women's earnings to men's between the subcategories of education, age and full-time/part-time status, that were identified in the census, continue to hold true.
8. The women/men earnings ratio varies considerably for different occupational groups. In 1980, women earned over 65% of men's employment income in natural science, teaching, artistic, clerical, processing, machining, material handling, construction and primary occupations such as fishing, forestry and mining. Women earned less than 60% of men's employment income in medicine and health, social science, sales, service, farming, other crafts and product fabricating occupations.
9. In Winnipeg in 1984, women earned less than men in 55 of 68 similarly described occupations. Compared with 1975, the ratio of women's wage rates to men's improved in 18 of 34 similarly described occupations for which data was available for both years.

TABLE 63

AVERAGE EMPLOYMENT INCOME, BY SEX, BY AGE,
BY EDUCATIONAL ATTAINMENT, MANITOBA, 1980

	MEN	WOMEN	WOMEN/MEN
<u>EDUCATION</u>			
Less Than Grade IX	\$12,025	\$6,187	51.5%
Grades IX-XIII (No Diploma)	12,551	6,213	49.5
Grades IX-XIII (With Diploma)	14,542	7,621	52.4
Trade Certificate or Diploma	17,339	8,273	47.7
Other Non-University (No Diploma)	14,263	7,879	55.2
Other Non-University (With Diploma)	18,186	9,470	52.1
Some University (No Degree)	13,846	7,102	51.3
Some University (Certificate Below Bachelor)	19,127	10,328	54.0
University (Bachelor Degree)	23,516	12,972	55.2
University (Degree Above Bachelor)	26,700	16,771	62.8
<u>AGE</u>			
15-24	7,269	5,346	73.5
25-34	16,352	9,329	57.1
35-44	20,040	9,083	45.3
45-54	19,905	9,183	46.1
55-64	17,133	8,638	50.4
65+	9,675	5,844	60.4
TOTAL	15,211	7,942	52.2

SOURCE: Statistics Canada, 1981 Census, Catalogue Number 92-931.

TABLE 64

AVERAGE EMPLOYMENT INCOME, BY SEX, BY WEEKS WORKED
AND FULL-TIME/PART-TIME, MANITOBA, 1980

	MEN	WOMEN	WOMEN/MEN
<u>Weeks Worked</u>			
1 - 13	\$ 2,824	\$ 1,686	59.7%
14 - 26	6,306	3,826	60.7
27 - 39	9,634	5,756	59.7
40 - 48	15,422	7,840	50.8
49 - 52	18,599	11,233	60.4
<u>Full-Year Jobs</u>			
Full-Time/Full-Year	19,140	12,550	65.6
Part-Time/Full-Year	7,241	6,292	86.9
<u>Full-Time/Part-Time</u>			
Mostly Full-Time	16,542	10,003	60.5
Mostly Part-Time	4,830	3,980	82.4
Total	15,211	7,942	52.2

SOURCE: Statistics Canada, 1981 Census, Catalogue Number 92-931.

TABLE 65

EMPLOYMENT INCOME BY SEX, BY PROVINCE FOR FULL-TIME, FULL-YEAR
WORKERS: 1970, 1980

PROVINCE	1970			1980		
	MEN	WOMEN	WOMEN/MEN	MEN	WOMEN	WOMEN/MEN
Newfoundland	\$7,077	\$3,607	51.0%	\$19,449	\$12,188	62.7%
Prince Edward Island	5,837	3,843	65.8	16,545	11,877	71.8
Nova Scotia	7,198	4,248	59.0	18,630	12,115	65.0
New Brunswick	6,834	3,948	57.8	18,647	11,783	63.2
Quebec	7,869	4,821	61.3	20,500	13,915	67.9
Ontario	8,936	5,221	58.4	21,758	13,554	62.3
Manitoba	7,307	4,470	61.2	19,140	12,550	65.6
Saskatchewan	6,015	4,367	72.6	19,853	13,166	66.3
Alberta	7,964	4,857	61.0	23,512	14,233	60.5
British Columbia	9,058	5,219	57.6	23,860	14,723	61.7
CANADA	8,230	4,932	59.9	21,441	13,677	63.8

SOURCE: Statistics Canada, 1971 Census, Catalogue Number 94-764.
Statistics Canada, 1981 Census, Catalogue Number 92-931.

TABLE 66

AVERAGE EARNED INCOMES BY SEX, FULL-TIME, FULL-YEAR WORKERS*
IN MANITOBA AND CANADA: SELECTED YEARS, 1971-1982

YEAR	MANITOBA			CANADA			MANITOBA/CANADA	
	MEN	WOMEN	WOMEN/MEN	MEN	WOMEN	WOMEN/MEN	MEN	WOMEN
1971	\$ 7,577	\$ 5,008	66.1%	\$ 8,770	\$ 5,232	59.7%	86.4%	95.7%
1973	9,358	5,659	60.5	10,434	6,184	59.3	90.8	91.5
1975	12,409	7,796	62.8	13,674	8,231	60.2	90.7	94.7
1977	14,268	9,516	66.7	15,777	9,790	62.1	90.4	97.2
1979	17,304	10,804	62.4	18,537	11,743	63.3	93.4	92.0
1981	20,189	12,997	64.4	22,955	14,608	63.6	88.0	88.9
1982	22,427	14,792	66.0	25,096	16,056	64.0	99.4	92.1

SOURCE: Statistics Canada, Earnings of Men and Women, 13-577.

NOTE: A full-time, full-year worker is one who worked mostly full-time for 50 to 52 weeks (1971-79 surveys), or 49 to 52 weeks (1981-82 surveys).

TABLE 67

AVERAGE EMPLOYMENT INCOME - BY SEX, BY AGE AND EDUCATIONAL
ATTAINMENT FOR PERSONS EMPLOYED IN A PAID JOB:
CANADA, AND MANITOBA (AGE ONLY), 1984

	MEN \$/HOUR	WOMEN \$/HOUR	WOMEN/MEN
<u>CANADA</u>			
<u>Education</u>			
0 - 8 years	\$10.29	\$ 6.54	63.6%
High School	10.89	7.61	69.9
Post-Secondary/ Certificate or Diploma	12.85	10.17	79.1
Post-Secondary/ University Degree	15.78	12.84	81.4
<u>Age</u>			
15 - 24	7.73	6.52	84.3
25+	12.85	9.50	73.9
<u>Employment Status</u>			
Full-Time	12.10	9.00	74.3
Part-Time	6.48	7.63	117.5
TOTAL	11.93	8.82	73.9
<u>MANITOBA</u>			
<u>Age</u>			
15 - 24	7.46	6.52	87.4
25+	12.39	9.02	72.8
TOTAL	11.44	8.41	73.5

SOURCE: Statistics Canada, The Labour Force; "Survey of Union Membership",
71-001; December, 1985.

TABLE 68

AVERAGE EMPLOYMENT INCOME OF FULL-TIME, FULL-YEAR MANITOBA LABOUR FORCE PARTICIPANTS BY OCCUPATION AND SEX - 1970 AND 1980

OCCUPATION	1970			1980		
	MEN	WOMEN	WOMEN/MEN	MEN	WOMEN	WOMEN/MEN
Managerial, Administrative	\$12,532	\$ 6,411	51.2%	\$25,515	\$15,527	60.9%
Natural Science, Engineering, Computer Programming	9,614	6,026	62.7	23,170	15,708	67.8
Social Sciences	12,831	6,964	54.3	27,053	15,448	57.1
Religion	5,516	3,871	70.2	13,184	8,545	64.8
Teaching	10,087	6,829	67.7	25,498	19,057	74.7
Medicine and Health	15,083	5,001	33.2	31,561	14,357	45.5
Artistic, Literary & Recreation	7,784	5,234	67.2	19,255	12,721	66.1
Clerical	6,603	4,222	63.9	16,318	11,400	69.9
Sales	7,999	3,782	47.3	18,739	10,775	57.5
Service	6,579	3,205	48.7	16,751	9,066	54.1
Farming	3,103	2,444	78.8	11,176	6,202	55.5
Fishing & Trapping	3,864	N/A	—	11,294	8,051	71.3
Forestry & Logging	5,175	N/A	—	17,118	14,201	83.0
Mining & Quarry	8,883	N/A	—	22,741	16,677	73.3
Processing	7,010	4,114	58.7	16,896	11,028	65.3
Machining	6,773	4,565	67.4	16,097	10,987	68.3
Product Fabricating	6,649	3,363	50.6	16,307	9,436	57.9
Construction Trades	7,353	4,968	67.6	17,833	12,407	69.6
Transportation Equipment Operating	7,140	4,173	58.4	18,696	11,577	61.9
Material Handling & Related Occupations	6,149	3,642	59.2	15,104	10,217	67.6
Other Craft & Equipment Operating	7,806	3,980	51.0	19,180	10,432	54.4
Other Occupations Not Elsewhere Classified	5,853	3,335	57.0	14,199	8,609	60.6
TOTAL	7,191	4,303	59.8	18,795	12,157	64.7

SOURCE: Statistics Canada, Census of Population, Catalogue Number 94-767 (1971) and unpublished data (1981).

NOTE: Census data is for experienced labour force, full-time, full-year (40-52 weeks).

N/A = Not Available.

TABLE 69

AVERAGE WAGE RATES FOR WOMEN AND MEN IN SIMILARLY DESCRIBED
OCCUPATIONS - WINNIPEG, 1975 AND 1984

OCCUPATION	1975			1984		
	Men	Women	Women/Men	Men	Women	Women/Men
<u>Office Occupations¹</u>						
Accounting Clerk, Jr.	\$152	\$138	90.8%	\$329	\$302	91.8%
Accounting Clerk, Sr.	207	168	81.2	444	367	82.7
Bookkeeper Sr.	208	155	74.5	514	384	74.7
Clerk, General Office, Jr.	125	119	95.2	354	290	81.9
Clerk, General Office, Int.	167	145	86.8	404	339	83.9
Clerk, General Office, Sr.	204	177	86.8	464	394	84.9
Computer Operator, Jr.	146	150	102.7	368	360	97.8
Computer Operator, Sr.	187	167	89.3	445	379	85.2
Computer - Peripheral Equipment Operator	202	162	80.2	431	363	84.2
Cost Clerk	177	148	83.6	415	333	80.2
Draughtsman/Woman, Jr.	159	--	--	376	314	83.5
Draughtsman/Woman, Int.	217	--	--	462	446	96.5
File Clerk	--	112	--	339	241	71.1
Office Boy/Girl	114	104	91.2	263	249	94.7
Office Manager	288	217	75.3	599	478	79.8
Order Clerk	172	133	77.3	404	324	80.2
Programmer, Jr.	174	174	100.0	432	418	96.8
Programmer, Sr.	254	205	80.7	548	523	95.4
Secretary, Jr.	125	147	117.6	--	329	--
Secretary, Sr.	186	171	91.9	344	380	110.5
Stock-Records Clerk	163	133	81.6	423	301	71.2
Systems Analyst, Jr.	265	178	67.2	557	543	97.5
Systems Analyst, Sr.	303	293	96.7	652	608	93.3
Telephone Operator	--	128	--	275	27	101.1
Typist, Sr.	--	143	--	340	324	95.3
<u>Service Occupations²</u>						
Cleaner Industrial Plant	4.00	--	--	8.94	9.13	102.1
Janitor	3.82	--	--	7.57	6.99	92.3
Security Guard	3.13	--	--	6.36	5.83	91.7
Shipping Clerk	4.62	--	--	10.27	7.85	76.4
Labourer, Non-Production	4.53	--	--	9.96	9.32	93.6
<u>Slaughtering - Meat Processing²</u>						
Packager, Hand	--	--	--	12.11	12.05	100.5

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TABLE 69 CONT'D

OCCUPATION	1975			1984		
	Men	Women	Women/Men	Men	Women	Women/Men
<u>Bakeries²</u>						
Baker Helper	\$5.52	\$4.77	86.4%	\$14.04	--	--
<u>Printing and Publishing²</u>						
Bindery Worker	4.56	3.53	77.4	10.60	\$8.23	77.6%
<u>Wholesale Trade¹</u>						
Counter Salesperson, Wholesale	--	--	--	326	260	79.8
Order Filler	155	125	80.6	393	254	64.6
Packager, Hand	122	--	--	286	239	83.6
Salesperson, Retail	192	--	--	342	226	66.1
<u>Retail Food Stores¹</u>						
Sales Clerk - Full-Time	177	--	--	496	331	66.7
Sales Clerk - Part-Time				222	128	57.7
<u>Retail Trade, Other¹</u>						
Receiving Clerk	165	--	--	358	230	64.2
Salesperson Class A	121	121	100.0	149	170	114.1
Salesperson Class B	140	150	107.1	332	212	63.9
Salesperson Class C	213	148	69.5	446	261	58.5
<u>Savings - Credit Institution¹</u>						
Clerk, General Office, Int.	--	--	--	316	329	104.1
Clerk, General Office, Sr.	--	--	--	425	415	97.6
Credit Officer	--	--	--	504	441	87.5
Office Manager	--	--	--	509	444	87.2
Teller	--	--	--	265	272	102.6

CONT'D NEXT PAGE

TABLE 69 CONCLUDED

OCCUPATION	1975			1984		
	Men	Women	Women/Men	Men	Women	Women/Men
<u>Hospitals¹</u>						
Cook Helper	--	--	--	\$327	\$319	97.6%
Cook, Institution	\$175	--	--	383	358	93.5
Diagnostic Radiological Technician	207	--	--	517	482	93.2
Housekeeping Aide	--	--	--	341	319	93.5
Medical Laboratory Technologist	227	\$223	98.2%	511	483	94.5
Nurse General Duty	--	228	--	534	528	98.9
Nursing Assistant	--	180	--	389	409	105.1
Physiotherapist	209	--	--	528	515	97.5
Washing Machine Tender	155	129	83.2	358	321	89.7
<u>Hotels³</u>						
Bartender ¹	151	--	--	249	165	66.3
Beverage Waiter/Waitress ¹	132	120	90.9	141	157	111.3
Cook ¹	156	--	--	255	241	94.5
Hotel Clerk ¹	121	112	92.6	173	156	90.2
Kitchen Helper ¹	106	107	100.9	99	183	184.8
Waiter/Waitress Formal Service ²	2.44	2.64	108.2	4.76	4.88	102.5
<u>Restaurants</u>						
Cook ¹	145	146	100.7	170	162	95.3
Counter Attendant Cafeteria ¹	109	112	102.8	--	120	--
Kitchen Helper ¹	119	119	100.0	163	166	101.8
Short Order Cook ¹	124	121	97.6	112	162	144.6
Waiter/Waitress ²	2.61	2.53	96.9	4.17	4.41	105.8

SOURCE: Labour Canada, Wage Rates, Salaries and Hours of Labour, Winnipeg.

NOTE: Salespersons A require little knowledge of the product.
 Salespersons B require enough knowledge of the product to be able to assist the customer in making a selection.
 Salespersons C require extensive knowledge of the product.

¹Average Weekly Rate

²Average Hourly Wage Rate

³Data for 1975 pertains to hotels with less than 200 employees

TABLE 70

AVERAGE WAGE RATES FOR WOMEN AND MEN IN SIMILARLY DESCRIBED
OCCUPATIONS - CANADA, 1975 AND 1984

OCCUPATION	1975			1984		
	Men	Women	Women/Men	Men	Women	Women/Men
<u>Office Occupations¹</u>						
Accounting Clerk, Jr.	\$158	\$138	87.3%	\$ 371	\$ 321	86.5%
Accounting Clerk, Sr.	210	167	79.5	454	378	83.3
Bookkeeper, Sr.	226	180	79.6	491	398	81.1
Clerk, General Office, Jr.	135	128	94.8	336	295	87.8
Clerk, General Office, Int.	169	153	90.5	377	349	92.6
Clerk, General Office, Sr.	212	181	85.4	452	406	89.8
Computer Operator, Jr.	176	158	89.8	396	353	89.1
Computer Operator, Sr.	219	186	84.9	468	400	85.5
Computer - Peripheral Equipment Operator	183	161	88.0	405	365	90.1
Cost Clerk	207	161	77.8	460	370	80.4
Draughtsman/Woman, Jr.	177	--	--	392	372	94.9
Draughtsman/Woman, Int.	224	--	--	483	459	95.0
File Clerk	--	123	--	340	278	81.8
Office Boy/Girl	120	117	97.5	292	277	94.9
Office Manager	300	235	78.3	598	499	83.4
Order Clerk	193	158	81.9	406	352	86.7
Programmer, Jr.	214	201	93.9	471	452	96.0
Programmer, Sr.	274	251	91.6	592	552	93.2
Secretary, Jr.	160	158	98.8	332	349	105.1
Secretary, Sr.	190	181	95.3	390	400	102.6
Stock-Records Clerk	190	143	75.3	415	334	80.5
Systems Analyst, Jr.	273	257	94.1	620	585	94.4
Systems Analyst, Sr.	335	300	89.6	717	671	93.6
Telephone Operator	--	137	--	308	299	97.1
Typist, Sr.	--	144	--	357	322	90.2
<u>Service Occupations²</u>						
Cleaner, Heavy Duty	--	--	--	9.89	8.82	89.2
Cleaner, Light Duty	--	--	--	8.23	7.19	87.4
Cleaner, Industrial Plant	4.42	--	--	10.13	9.45	93.3
Janitor	4.14	--	--	9.25	8.20	88.6
Security Guard	3.55	--	--	7.53	6.99	92.8
Shipping Clerk	4.72	--	--	10.30	7.91	76.8
Labourer, Non-Production	4.63	--	--	10.49	8.57	81.7

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TABLE 70 CONT'D

OCCUPATION	1975			1984		
	Men	Women	Women/Men	Men	Women	Women/Men
<u>Slaughtering - Meat Processing²</u>						
Packager, Hand	--	\$5.09	--	\$10.85	\$11.19	103.1%
<u>Bakeries²</u>						
Baker Helper	\$4.45	3.47	78.0%	10.75	8.74	81.3
<u>Printing and Publishing²</u>						
Bindery Worker	6.02	3.89	64.6	12.10	8.87	73.3
<u>Wholesale Trade¹</u>						
Counter Salesperson, Wholesale	180	--	--	382	320	83.8
Order Filler	173	132	76.3	374	268	71.7
Packager, Hand	153	--	--	306	250	81.7
Salesperson, Retail	192	--	--	453	260	57.4
<u>Retail Food Stores¹</u>						
Sales Clerk - Full-Time	222	163	73.4	480	427	89.0
Sales Clerk - Part-Time				175	169	96.6
<u>Retail Trade - Other¹</u>						
Receiving Clerk	159	--	--	293	215	73.4
Salesperson, Class A	141	118	83.7	205	171	83.4
Salesperson, Class B	147	126	85.7	251	210	83.7
Salesperson, Class C	191	134	70.2	316	243	76.9
<u>Savings - Credit Institution¹</u>						
Clerk, General Office, Int.	--	--	--	339	344	100.5
Clerk, General Office, Sr.	--	--	--	424	416	98.1
Credit Officer	--	--	--	514	458	89.1
Office Manager	--	--	--	524	465	88.7
Teller	--	--	--	283	290	102.5

CONT'D NEXT PAGE

TABLE 70 CONCLUDED

OCCUPATION	1975			1984		
	Men	Women	Women/Men	Men	Women	Women/Men
<u>Hospitals¹</u>						
Cook Helper	\$145	\$138	95.2%	\$ 351	\$ 333	94.9%
Cook, Institution	175	169	96.6	405	371	91.6
Diagnostic - Radiological Technician	210	207	98.6	522	500	95.8
Medical - Laboratory Technologist	228	215	94.3	524	506	96.6
Nurse, General Duty	—	221	—	509	526	103.3
Nursing Assistant	—	167	—	402	384	95.5
Physiotherapist	245	—	—	532	534	100.4
Washing - Machine Tender	153	134	87.6	351	322	91.7
<u>Hotels³</u>						
Bartender ¹	154	—	—	254	196	77.2
Beverage Waiter/Waitress ¹	124	116	93.6	199	172	86.4
Cook ¹	159	—	—	280	242	86.4
Hotel Clerk ¹	135	120	88.9	251	244	92.2
Kitchen Helper ¹	111	110	99.1	206	205	99.5
Waiter/Waitress ²	2.59	2.59	100.0	5.14	4.79	93.2
<u>Restaurants</u>						
Cook ¹	155	142	91.6	249	215	86.3
Counter Attendant, Cafeteria ¹	126	116	92.1	226	176	77.9
Kitchen Helper ¹	128	115	89.8	197	180	91.4
Short Order Cook ¹	141	124	87.9	159	159	100.0
Waiter/Waitress ²	2.77	2.63	94.9	4.01	3.98	99.3

SOURCE: Labour Canada, Wage Rates, Salaries and Hours of Labour, Canada.

NOTE: The list of occupations is not exhaustive. It includes only those occupations which were used in Table 69.

NOTE: Salespersons A require little knowledge of the product.

Salespersons B require enough knowledge of the product to be able to assist the customer in making a selection.

Salesperson C require extensive knowledge of the product.

¹Average Weekly Rate

²Average Hourly Rate

³Data for 1975 pertains to hotels with less than 200 employees

IX. OTHER LABOUR MARKET INDICATORS

IX. OTHER LABOUR MARKET INDICATORS

Highlights

1. The rapid growth in labour force participation rates has restricted increases among those not in the labour force, despite expanding populations over the last decade. In Manitoba, there has been a decline of 4% in the numbers of people not in the labour force from 1976 to 1985, while in Canada there has been a small growth of 4%.
2. The number of women not in the Manitoba labour force declined by 10% from 1976 to 1985, while the number of men declaring no labour force participation increased by 14%. For both sexes decreases occurred among 15-24 year olds, with the number of younger women not in the labour force declining by 29% and younger men by 8%. The younger age group was influenced by decreasing populations in combination with increased labour force participation.
3. The number of "discouraged workers", those not in the labour force because they feel no work is available, more than doubled for both sexes in Canada between 1976 and 1985. These people represent a rising, but small proportion of all people not in the labour force, with the men's proportion being much higher than women's.
4. In Canada in 1985, 21% of women not in the labour force had never worked compared with 12% of male non-participants. These proportions were reduced considerably from 1976 when 33% of women and 19% of men not in the labour force had never worked previously. This trend reflects higher labour force participation rates and a higher average age of the population. Other reasons given by both women and men for not being in the labour force included "not worked in the last 5 years" and "lost job or laid-off". A larger number of women than men also cited "personal responsibilities" for not being in the labour force while men were more inclined to cite "going to school" or "retired" as reasons.

5. In 1985, people not in the labour force in Canada who looked for work in the past six months, cited a variety of reasons for not looking in the reference week. Younger men (15-24 years of age) were primarily attending school, while older men were more likely to be awaiting recall or reply from employers or they did not believe there was work available. Younger women (15-24 years of age) also were mainly attending school while older women cited personal reasons or illness, awaiting recall or reply from employers, or that they believed no work was available.
6. The number of lone-parents in Canada grew by 36% between 1975 and 1983. The increase was stronger among women (38%) than men (21%) and women represented a very large proportion of total lone-parents, about 89% in 1983.
7. Women lone-parents experienced 18.8% unemployment rates in Canada in 1983 and had a labour force participation rate of 59.9%. This unemployment rate was significantly higher than the overall women's average of 11.6% for that year, while the participation rate was well above the overall women's average of 52.6%. This data reflects the stronger need for female lone-parents to seek work and the greater difficulty they have in finding suitable employment than the average Canadian woman. Male lone-parents did not appear to experience the same problems as their unemployment rate of 12.2% was well below the unemployment rate of women lone-parents. The participation rate of men lone-parents was 87.2% in 1983, well above the Canadian average for men of 76.7% and also well above the participation rate of women lone-parents.
8. The unemployment rates of women lone-parents were considerably higher than average for those with their youngest child in the 0-5 year age range. Women in this category had an unemployment rate of 25.6% in Canada in 1983, compared with 15.5% for women lone-parents with their youngest child 6-15 years of age. Unemployment rates were not available for men lone-parents by age of youngest child. Participation rates were lower for lone-parents of both sexes with younger children.

9. In 1983, women's union membership reached 51,722 in Manitoba. This represented 26% of the employed female labour force, more than double the 11% who were unionized in 1966. Male union membership was 81,136 in 1983, 31% of the employed male labour force, up slightly from 28% in 1966. In 1983, women represented 39% of all union members compared to only 16% in 1966.

TABLE 71

PERSONS NOT IN THE LABOUR FORCE BY SEX AND AGE -
MANITOBA AND CANADA, 1976 AND 1985

	MANITOBA			CANADA		
	1976 (000)	1985 (000)	PERCENT CHANGE 1976-85	1976 (000)	1985 (000)	PERCENT CHANGE 1976-85
<u>Both Sexes</u>	283	272	-3.9%	6498	6733	3.6%
15 - 24	63	49	-22.2	1651	1383	-16.2
25+	220	223	1.4	4847	5350	10.4
<u>Men</u>	80	91	13.8	1839	2211	20.2
15 - 24	25	23	-8.0	707	642	-9.2
25+	56	68	21.4	1132	1569	38.6
<u>Women</u>	202	181	-10.4	4659	4522	-2.9
15 - 24	38	27	-28.9	944	741	-21.5
25+	164	154	-6.1	3715	3781	1.8

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529; Labour Force Survey Division, unpublished data.

TABLE 72

DISCOURAGED WORKERS¹ BY SEX AND AGE: CANADA, 1976 AND 1985

	1976 (000)	1985 (000)	PERCENT CHANGE 1976 - 85	DISCOURAGED WORKERS AS PERCENTAGE OF NOT IN THE LABOUR FORCE	
				1976	1985
<u>Both Sexes</u>	34	74	117.6%	0.5%	1.1%
15 - 24	14	21	50.0	0.8	1.5
25+	20	53	165.0	0.4	1.0
<u>Men</u>	18	38	111.1	1.0	1.7
15 - 24	7	12	71.4	1.0	1.9
25+	10	26	160.0	0.9	1.7
<u>Women</u>	16	36	125.0	0.3	0.8
15 - 24	6	9	50.0	0.6	1.2
25+	10	27	170.0	0.3	0.7

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529.

¹Discouraged workers are defined as persons not in the labour force who looked for work in the past six months and did not look for work in the past four weeks because they believed no work was available.

TABLE 73

PERCENTAGE DISTRIBUTION OF PERSONS NOT IN THE LABOUR FORCE BY
REASON FOR LEAVING LAST JOB, BY SEX, BY AGE AND MARITAL STATUS:
CANADA, AND MANITOBA AGGREGATE, 1976 AND 1985

(%)

	Own Illness		Personal Responsi- bilities		School		Lost Job or Laid Off		Retired		Not Worked in Last 5 Years		Never Worked	
	1976	1985	1976	1985	1976	1985	1976	1985	1976	1985	1976	1985	1976	1985
(Not in Labour Force as % of Category Total)														
CANADA														
Both Sexes	4.8%	4.2%	8.0%	4.7%	7.8%	6.6%	7.3%	11.5%	6.0%	6.8%	32.0%	43.5%	28.6%	18.0%
15-24	2.4	1.5	7.6	4.8	28.5	28.6	10.5	18.1	N/A	N/A	1.0	1.4	42.8	38.1
25+	5.6	4.8	8.1	4.7	0.8	0.9	6.3	9.8	8.0	8.6	42.5	54.4	23.7	12.7
Married	5.8	5.0	11.8	6.8	1.3	1.1	7.6	11.5	7.2	9.1	38.9	50.8	21.1	10.7
Other	3.3	3.0	2.2	1.8	17.7	14.2	7.0	11.6	4.0	3.7	21.6	33.7	39.8	27.8
Men	7.1	6.2	1.3	0.6	15.8	11.1	9.6	14.8	14.4	14.0	28.6	37.5	18.5	12.4
15-24	1.4	1.2	1.3	0.8	38.0	34.4	11.9	20.6	N/A	N/A	N/A	N/A	42.1	37.4
25+	10.5	8.2	1.2	0.5	1.9	1.5	8.2	12.5	23.2	19.7	46.4	52.7	3.8	2.2
Married	10.9	8.6	1.3	0.4	3.0	1.6	8.9	12.3	26.0	22.9	42.9	51.0	2.3	0.6
Other	3.7	3.5	1.2	0.8	26.6	21.5	10.2	17.6	4.4	4.3	16.4	22.9	32.3	25.2
Women	3.9	3.2	10.6	6.7	4.7	4.4	6.4	9.9	2.7	3.3	33.3	46.4	32.5	20.7
15-24	3.1	1.8	12.4	8.1	21.4	23.8	9.4	16.1	N/A	N/A	1.7	2.3	43.3	38.7
25+	4.1	3.5	10.1	6.5	0.4	0.7	5.7	8.7	3.3	4.0	41.3	55.1	29.8	17.1
Married	4.4	3.5	14.7	9.5	0.8	0.8	7.2	11.1	2.1	3.3	37.6	50.7	26.3	14.9
Other	3.1	2.7	2.9	2.5	12.1	9.9	4.9	8.1	3.8	3.4	24.9	40.0	44.5	29.3
MANITOBA														
Both Sexes	4.9	4.4	9.9	5.1	7.4	5.9	6.4	9.2	7.4	8.1	32.5	46.0	24.7	16.2

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529.

NOTE: Does not include the category "Other Reasons", therefore rows will not total to 100%.

N.A. = Not Available.

TABLE 74

PERCENTAGE DISTRIBUTION OF PERSONS NOT IN THE LABOUR FORCE WHO LOOKED FOR WORK IN THE PAST SIX MONTHS BY REASONS FOR NOT LOOKING IN THE REFERENCE WEEK BY SEX AND AGE
CANADA, 1976 AND 1985

	Personal Reasons or Illness		At School		No Longer Interested or Found Job		Awaiting Recall or Reply		Believe No Work Available		Other Reasons or Not Available	
	1976	1985	1976	1985	1976	1985	1976	1985	1976	1985	1976	1985
(Not in Labour Force as % of Category Total)												
CANADA												
<u>Both Sexes</u>	11.4%	12.9%	25.8%	21.8%	9.8%	6.3%	14.4%	15.0%	11.1%	15.2%	27.5%	19.7%
15-24	6.5	6.3	37.5	33.8	9.5	6.7	10.5	8.9	7.0	7.8	23.5	6.3
25+	21.7	21.1	4.7	6.9	10.4	6.4	21.7	22.5	18.7	24.3	23.6	11.9
<u>Men</u>	6.1	6.5	30.4	24.9	8.1	5.1	15.5	16.9	12.2	16.0	27.7	8.4
15-24	N/A	3.5	40.4	35.4	8.7	6.3	10.6	9.7	6.7	8.3	29.8	6.3
25+	13.6	12.9	N/A	8.6	N/A	N/A	25.0	26.9	22.7	28.0	18.2	11.8
<u>Women</u>	16.5	18.4	22.2	18.4	11.4	8.4	13.3	13.2	10.1	14.4	25.9	9.6
15-24	9.5	9.6	34.7	32.0	10.5	8.0	10.5	8.0	6.3	7.2	28.4	6.4
25+	27.0	27.2	N/A	5.6	12.7	8.8	19.0	19.2	15.9	21.6	19.0	12.0

SOURCES: Statistics Canada, The Labour Force, 71-001; Labour Force Annual Averages, 71-529.

NOTE: Each row will total to 100% for both 1976 and 1985, except for rounding error.

N.A. = Not Available.

TABLE 75

POPULATION OF LONE PARENTS BY SEX AND AGE OF YOUNGEST CHILD
AND WIVES WITH HUSBAND PRESENT - CANADA, 1976 AND 1983

	1976 (000)	1983 (000)	Percent Change 1976-83	% of Total Lone Parents in Each Category	
				1976	1983
<u>Lone Parents, Both Sexes</u>	306	415	35.6%	100.0%	100.0%
Youngest Child 0-5	104	151	45.2	100.0	100.0
Youngest Child 6-15	202	264	30.7	100.0	100.0
<u>Men Lone Parents</u>	39	47	20.5	12.7	11.3
Youngest Child 0-5	8	11	37.5	7.7	7.3
Youngest Child 6-15	31	36	16.1	15.3	13.6
<u>Women Lone Parents</u>	267	368	37.8	87.3	88.7
Youngest Child 0-5	96	140	45.8	92.3	92.7
Youngest Child 5-16	171	228	33.3	84.7	86.4
<u>Wives With Husband Present</u>	2843	2755	-3.1	N/A	N/A

SOURCE: Statistics Canada, The Labour Force, 71-001, July, 1984.

N/A = Not Applicable.

TABLE 76

UNEMPLOYMENT RATES AND PARTICIPATION RATE OF LONE PARENT FAMILIES
AND HUSBAND-WIFE FAMILIES BY SEX AND BY AGE OF
YOUNGEST CHILD - CANADA, 1983

	Unemployment Rate	Participation Rate
<u>Men Lone Parents</u>	12.2%	87.2%
Youngest Child 0-5	N/A	81.6
Youngest Child 6-15	N/A	88.9
<u>Women Lone Parents</u>	18.8	59.9
Youngest Child 0-5	25.6	50.8
Youngest Child 6-15	15.5	65.5
<u>Husbands With Wife Present</u>	7.6	95.4
Youngest Child 0-5	8.4	96.3
Youngest Child 6-15	6.8	94.4
<u>Wives With Husband Present</u>	11.8	56.4
Youngest Child 0-5	13.4	51.5
Youngest Child 6-15	10.3	61.4

SOURCE: Statistics Canada, The Labour Force, 71-001, July, 1984.

N/A = Not Available.

TABLE 77

MANITOBA UNION MEMBERSHIP RELATED TO MANITOBA
LABOUR FORCE BY SEX, 1966-1983

YEAR	UNION MEMBERSHIP		UNION MEMBERSHIP AS A % OF EMPLOYED LABOUR FORCE		FEMALE MEMBERS AS A % OF TOTAL UNION MEMBERSHIP
	MALE	FEMALE	MALE	FEMALE	
1966	67,403	12,846	28.3%	11.3%	16.0%
1967	71,299	13,597	30.2	11.5	16.0
1968	72,098	15,151	29.9	11.9	17.4
1969	72,374	14,774	29.4	11.8	17.0
1970	70,768	15,464	29.1	12.1	17.9
1971	73,962	17,957	30.2	13.3	19.5
1972	75,867	21,327	30.3	15.6	21.9
1973	80,324	23,784	31.4	16.2	23.2
1974	83,339	25,147	31.2	16.4	23.2
1975	83,868	30,812	31.4	20.5	26.9
1976	81,358	35,834	30.7	22.3	30.6
1977	80,213	38,150	30.3	23.2	32.2
1978	79,855	39,087	29.7	22.7	32.9
1979	79,598	39,865	28.9	22.5	33.4
1980	79,614	42,883	29.1	23.2	35.0
1981	78,349	45,289	28.7	23.8	36.6
1982	73,415	43,921	28.1	22.8	37.4
1983	81,136	51,722	31.0	26.1	38.9

SOURCE: Statistics Canada, Corporations and Labour Unions Returns Act (CALURA).

NOTE: 1966-82: Only labour unions with over 100 members are included in union membership statistics; membership of local labour organizations such as employers' associations are excluded.

1983: Legislation amended to include some independent local labour organizations, such as the Manitoba Teachers' Society.

X. EDUCATION AND TRAINING PROGRAMS

X. EDUCATION AND TRAINING PROGRAMS

HIGHLIGHTS

1. On December 1, 1985, women constituted 52% of total university enrollments in Manitoba - including about 47% of full-time students and 59% of part-time students. More than 70% of enrollments were women in the following faculties: dental hygiene, education, human ecology, medical rehabilitation, nursing and social work. Women made up less than 30% of students in the agriculture, dentistry and engineering faculties.
2. Data on enrollments at the University of Manitoba for 1979/80 and 1985/86 indicate that women as a percentage of total enrollments has remained steady at 49% over the six year time period. Women have gained some ground in some of the less traditional female oriented faculties, with their share of total enrollments rising in administrative studies, agriculture, dentistry, engineering, law, medicine, the natural resource institute and physical education.
3. In 1985/86 women constituted 41% of total enrollments in Manitoba community colleges. Almost 60% of all female community college students were enrolled in the health and personal services and business/administrative studies course groups. Less than 5% of all women students were enrolled in the industrial technology and apprenticeship course groups.
4. Between 1980/81 and 1985/86 women as a percentage of total community college enrollments in Manitoba increased from 36% to 41%. Women's percentages grew for all course groups except for applied arts and health and personal services. Women made small gains in the two course groups which were most strongly traditionally non-female, increasing from 7% to 8% of all students in industrial technology enrollments and from 0.4% to 0.8% in apprenticeship enrollments.

5. In December 1985, there were 33 women apprentices in Manitoba, representing 1.2% of total apprentices in the province. There were two or more women apprentices in the following trades: aircraft mechanic, carpenter, construction electrician, industrial welder, machinist, motor vehicle mechanic, painter/decorator and power electrician.
6. Based on a follow-up survey in 1984 of 1982 university graduates, women graduates in Manitoba tended to find work in the managerial/administrative, social science, teaching, medicine/health and clerical occupations. Male graduates found most of their employment opportunities in the managerial/administrative, natural science/engineering and teaching occupations.
7. Based on the same survey, women community college graduates who took two year career/technical programs were heavily concentrated in medicine/health occupations. Women who took the one year trade/vocational programs tended to work most frequently in the medicine/health, clerical and service occupations. Male community college graduates in the two year career/technical programs worked mostly in the managerial/administrative, natural science/engineering, sales and production occupations while those men graduating from the one year trade/vocational courses were primarily working in production and construction occupations two years after graduation.
8. Women community college graduates were more successful in finding work related to their field of study than men graduates. In 1984, 59% of 1982 employed graduate women and 48% of employed graduate men in trade/vocational courses were working in training-related areas. For the career/technical graduates, the percentages were 86% of women and 71% of men. Women university graduates who were employed were 76% successful in finding employment related to their studies, while employed male graduates were 78% successful.

9. Men graduating from post-secondary institutes in Manitoba were more likely to find full-time employment than women. Depending on the institution, employed male graduates were 91% to 95% successful in finding full-time employment while employed women graduates were 80% to 85% successful.
10. The unemployment rate for 1982 women community college graduates were 5% in 1984 for those taking career/technical courses and 8% for those taking trade/vocational courses. The unemployment rates for male graduates were higher at 7% and 12%, respectively. The unemployment rates for 1982 women university graduates were 8% in 1984, higher than the 6% unemployment rate among male university graduates.
11. The average annual salary of women post-secondary graduates is closest to the men's average for career/technical graduates of community colleges. In 1984, employed women that graduated from these courses two years earlier were earning 98% as much as men graduating from similar courses. For trade/vocational graduates at the community colleges and for university graduates, women were earning 68% and 90% respectively as much as men.
12. In 1985-86, women represented over 40% of participants in seven provincial work experience/industrial-based training programs: Manitoba Jobs and Training, Job Access for Young Adults, New Careers, Volunteers in Public Service, Department of Education Career Development - Affirmative Action Programs, Student Temporary Employment Program and Summer Employment - department budgeted. In two other programs, Co-Operative Vocational Training Program and Human Resource Opportunity Centres, women represented about 30% of participants. Their proportion was less than 20% in the case of the provincial apprenticeship program, Selkirk Training Plant and the Limestone Training and Employment Agency. These training programs with lower rates of women's participation were those primarily related to training in non-traditional trades and construction occupations.

TABLE 78

MANITOBA UNIVERSITY ENROLLMENTS, BY SEX, BY FACULTY: DECEMBER 1, 1985

FACULTY	FULL-TIME			PART-TIME			WOMEN AS % OF TOTAL FACULTY ENROLLMENTS		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	FULL-TIME	PART-TIME	TOTAL
Administrative Studies	744	568	1,312	219	144	363	43.2%	39.7%	42.5%
Agriculture	565	219	784	123	54	177	27.9	30.5	28.4
Architecture	290	258	548	61	48	109	47.1	44.0	46.6
Art	85	129	214	47	117	164	60.3	71.3	65.1
Arts	3,036	3,143	6,179	2,894	4,560	7,454	50.9	61.2	56.5
Dental Hygiene	0	40	40	0	14	14	100.0	100.0	100.0
Dentistry	101	36	137	2	1	3	26.3	33.3	26.4
Education	613	1,532	2,145	642	1,615	2,257	71.4	71.6	71.5
Engineering	1,299	110	1,409	168	18	186	7.8	9.7	8.0
General Studies	48	43	91	113	180	293	47.3	61.4	58.1
Human Ecology	27	509	536	5	157	162	95.0	96.9	95.4
Law	143	110	253	2	4	6	43.5	66.7	44.4
Medical Rehabilitation	25	111	136	2	10	12	81.6	83.3	81.8
Medicine	328	176	504	18	13	31	34.9	41.9	35.3
Music	73	95	168	24	36	60	56.6	60.0	57.5
Natural Resource Institute	29	20	49	7	2	9	40.8	22.2	37.9
Nursing	8	250	258	9	157	166	96.9	94.6	96.0
Pharmacy	50	55	105	23	18	41	52.4	43.9	50.0
Physical Education & Recreation	116	149	265	90	74	164	56.2	45.1	52.0
Science	2,745	1,271	4,016	878	571	1,449	31.7	39.4	33.7
Social Work	69	199	268	62	133	195	74.3	68.2	71.7
Other	26	21	47	201	243	444	44.7	54.7	53.8
TOTAL	10,420	9,044	19,464	5,590	8,169	13,759	46.5	59.4	51.8

SOURCE: Manitoba University Grants Commission.

TABLE 79

WOMEN AS A PERCENTAGE OF FULL-TIME AND PART-TIME ENROLLMENTS
BY FACULTY, UNIVERSITY OF MANITOBA, 1979/80 AND 1985/86

FACULTY	FULL-TIME		PART-TIME		TOTAL	
	1979/80	1985/86	1979/80	1985/86	1979/80	1985/86
Administrative Studies	30.9%	43.3%	34.7%	39.7%	31.4%	42.5%
Agriculture	25.5	27.9	29.8	30.5	26.0	28.4
Architecture	52.5	47.1	51.6	44.0	52.3	46.6
Art	59.7	60.3	74.4	71.3	66.2	65.1
Arts	48.3	49.5	59.2	57.5	54.3	53.4
Dental Hygiene	100.0	100.0	100.0	100.0	100.0	100.0
Dentistry	0.0	26.3	0.0	33.3	0.0	26.4
Education	76.8	72.0	76.3	71.3	76.5	71.6
Engineering	5.5	7.8	2.7	9.7	5.3	8.0
Human Ecology	98.4	95.0	100.0	96.9	98.7	95.4
Law	35.3	43.5	77.7	66.7	36.4	44.0
Medical Rehabilitation	92.5	81.6	87.0	83.3	90.0	81.8
Medicine	32.1	34.9	N/A	41.9	32.1	35.3
Music	62.0	56.4	54.1	51.4	60.4	54.4
Natural Resource Institute	0.0	40.8	N/A	22.2	0.0	37.9
Nursing	99.1	96.9	96.3	94.6	98.5	96.0
Pharmacy	54.0	52.4	68.7	43.9	55.6	50.0
Physical Education & Recreation	52.0	56.2	36.5	45.1	47.4	52.0
Science	31.0	30.4	35.1	26.2	31.8	29.7
Social Work	75.1	74.3	69.7	68.2	73.4	71.7
TOTAL	43.2	44.9	60.3	56.5	48.9	49.0

SOURCE: Table 77 and IS Book, University of Manitoba.

TABLE 80

MANITOBA COMMUNITY COLLEGE ENROLLMENTS BY
COURSE GROUP, BY SEX, 1985-86

COURSE GROUP	ENROLLMENTS			WOMEN AS % OF COURSE TOTAL	WOMEN AS % OF WOMEN TOTAL
	MEN	WOMEN	TOTAL		
Adult Basic Education	1,083	1,131	2,214	51.1%	23.0%
Agricultural Training	112	29	141	20.6	0.6
Health & Personal Services	182	1,711	1,893	90.4	34.8
Business/Administrative Studies	843	1,228	2,071	59.3	25.0
Applied Arts	246	264	510	51.7	5.4
Industrial Technology	2,451	199	2,650	7.5	4.0
Apprenticeship	1,963	16	1,979	0.8	0.3
Community Services	28	317	345	91.9	6.4
Teacher Education	67	27	94	28.7	0.6
ALL COURSES	6,975	4,922	11,897	41.4	100.0

SOURCE: Manitoba Education, Planning and Research.

TABLE 81

WOMEN AS A PERCENTAGE OF COMMUNITY COLLEGE COURSE
GROUP ENROLLMENTS - MANITOBA, 1980/81 AND 1985/86

COURSE GROUP	<u>WOMEN AS % OF TOTAL ENROLLMENTS</u>	
	1980/81	1985/86
Adult Basic Education	47.3%	51.1%
Agricultural Training	4.6	20.6
Health & Personal Services	92.8	90.4
Business/Administrative Studies	58.8	59.3
Applied Arts	62.1	51.7
Industrial Technology	6.5	7.5
Apprenticeship	0.4	0.8
Community Services	88.5	91.9
Teacher Education	27.1	28.7
All Courses	35.7%	41.4%

SOURCE: Manitoba Education, Planning and Research.

TABLE 82

APPRENTICES BY TRADE, BY SEX, WOMEN AS PERCENTAGE OF TOTAL APPRENTICES
AND PERCENTAGE DISTRIBUTION OF WOMEN'S TOTAL BY TRADE - MANITOBA, DECEMBER, 1985

TRADE	MEN	WOMEN	TOTAL	WOMEN AS PERCENTAGE OF TOTAL TRADE APPRENTICES	WOMEN AS PERCENTAGE OF TOTAL WOMEN APPRENTICES
Aircraft Mechanic	22	4	26	15.4%	12.1%
Boilermaker	27	0	27	0.0	0.0
Bricklayer	47	0	47	0.0	0.0
Carpenter	502	6	508	1.2	18.2
Construction Electrician	343	5	348	1.4	15.2
Drywall Mechanic	9	0	9	0.0	0.0
Elec. Motor Winder	5	0	5	0.0	0.0
Glazier	3	0	3	0.0	0.0
Heavy Duty Equipment Mechanic	409	0	409	0.0	0.0
Industrial Electrician	40	0	40	0.0	0.0
Industrial Instrument Mechanic	20	0	20	0.0	0.0
Industrial Mechanic	70	0	70	0.0	0.0
Industrial Welder	89	4	93	4.3	12.1
Lather	14	0	14	0.0	0.0
Machinist	89	2	91	2.2	6.1
Motor Vehicle Body Repairer	171	1	172	0.6	3.0
Motor Vehicle Mechanic	377	2	379	0.5	6.1
Painter and Decorator	41	3	44	6.8	9.1
Plumber	194	1	195	0.5	3.0
Power Electrician	38	4	42	9.5	12.1
Refrig. and Air Cond. Mechanic	74	0	74	0.0	0.0
Roofer	2	0	2	0.0	0.0
Sheet Metal Worker	37	0	37	0.0	0.0
Sprinkler Fitter	18	0	18	0.0	0.0
Steamfitter	52	1	53	1.9	3.0
Steel Fabricator	41	0	41	0.0	0.0
Tool and Die Maker	21	0	21	0.0	0.0
All Trades	2,755	33	2,788	1.2	100.0

SOURCE: Manitoba Labour, Apprenticeship Branch.

TABLE 83

OCCUPATIONAL DISTRIBUTION OF EMPLOYED UNIVERSITY AND COMMUNITY COLLEGE GRADUATES BY PROGRAM OF STUDY, BY SEX - MANITOBA 1984

OCCUPATION OF EMPLOYMENT (Two Years after Graduation)	COMMUNITY COLLEGE PROGRAMS					
	TRADE/VOCATIONAL (One-Year Program)		CAREER/TECHNICAL (Two-Year Program)		UNIVERSITY PROGRAMS	
	Men	Women	Men	Women	Men	Women
Managerial/Admin.	4.4%	9.6%	20.0%	3.1%	19.2%	12.1%
Natural Sc./Engineering	5.3	0.3	23.2	5.5	21.9	4.8
Social Science	0.3	2.4	0.8	2.3	8.6	11.6
Teaching	0.6	1.2	0.8	1.0	18.4	36.9
Medicine and Health	0.9	21.5	7.2	73.2	5.3	12.6
Artistic, Recreational	1.2	2.8	2.0	2.6	1.8	3.1
Clerical	4.8	43.4	7.0	6.6	4.0	9.1
Sales	5.7	2.8	15.4	0.7	4.9	4.1
Service	6.3	12.7	3.6	3.6	4.9	3.9
Primary	4.5	0.4	1.4	0.2	7.8	0.3
Production	36.5	1.9	11.0	0.2	0.5	1.0
Construction Trades	12.8	0.0	5.8	0.3	1.5	0.3
Transport Equip. Handling	6.7	0.4	0.0	0.3	1.2	0.0
Material Handling	4.5	0.0	0.8	0.0	0.2	0.0
Other Crafts	5.5	2.5	0.8	0.3	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0

SOURCE: Statistics Canada, National Graduates Survey (1984) unpublished data.

NOTES: - Columns may not add due to rounding.

- Trade/Vocational programs are one-year, work-related programs.

- Career/Technical programs are two-year, career-related programs.

- 1982 Graduates by occupation of employment in 1984

TABLE 84

EMPLOYED UNIVERSITY AND COMMUNITY COLLEGE GRADUATES WORKING FULL-TIME AND IN WORK
RELATED TO PROGRAM OF STUDY, BY PROGRAM OF STUDY, BY SEX - MANITOBA, 1984

COMMUNITY COLLEGES	GRADUATES IN WORK RELATED TO PROGRAM OF STUDY AS A PERCENTAGE OF EMPLOYED		FULL-TIME EMPLOYED AS PERCENT OF TOTAL EMPLOYED	
	(Two Years After Graduation) MEN	WOMEN	MEN	WOMEN
<u>TRADE/VOCATIONAL</u>				
Arts/Service/Sales	44%	37%	82%	68
Social Science/Health Sciences	100	84	73	69
Electrical Technology	52	0	98	100
Automotive Mechanics	55	0	98	100
Other Mechanics	46	N/A	100	N/A
Architecture and Construction Engineering	31	0	97	100
Indust. and General Eng./Drafting	51	0	96	69
Natural Science/Primary Ind.	42	N/A	91	N/A
Secretarial Sciences	24	59	90	88
Management/Math/Computer Science	N/A	47	N/A	75
Total	48	59	95	80
<u>CAREER/TECHNICAL</u>				
Arts/Humanities	67	78	100	79
Health Sciences	100	95	93	81
Technical Engineering	68	50	100	100
Elec./Math/Computer Science	70	88	96	93
Mech./Arch./Construction Engineering	74	N/A	100	N/A
Natural Science/Primary Industry	78	0	100	100
Social Sciences	0	72	75	89
Sec./Merch./Sales	65	58	90	100
Management/Administration	66	53	89	96
Total	71	86	94	85
<u>UNIVERSITY</u>				
No Specialization	17	75	80	78
Education	77	77	87	90
Fine Arts/Humanities	40	59	86	75
Commerce/Economics/Law	81	89	100	91
Social Sciences	60	53	96	78
Agriculture/Biology	77	51	95	85
Engineering	90	75	98	100
Medical/Health	92	100	95	90
Math/Physical Sciences	92	75	80	100
Total	78	76	91	85

SOURCE: Statistics Canada, National Graduates Survey (1984), unpublished data.

NOTES: - Trade/Vocational programs are one-year, work-related programs.
- Career/Technical programs are two-year, career-related programs.
- 1982 Graduates by employment experience in 1984.

N/A = Not Available.

TABLE 85

UNEMPLOYMENT RATES OF UNIVERSITY AND COMMUNITY COLLEGE GRADUATES BY
PROGRAM OF STUDY, BY SEX - MANITOBA, 1984

COMMUNITY COLLEGES	UNEMPLOYMENT RATES, JUNE, 1984 (Two Years After Graduation)	
	MEN	WOMEN
<u>TRADE/VOCATIONAL</u>		
Arts/Service/Sales	17%	17%
Social Science/Health Sciences	N/A	1
Electrical Technology	12	N/A
Automotive Mechanics	12	N/A
Other Mechanics	19	N/A
Architecture and Construction Engineering	9	N/A
Indust. and General Eng./Drafting	9	14
Natural Sci./Primary Industry	11	N/A
Secretarial Sciences	N/A	9
Management/Math/Computer Science	N/A	N/A
Total	<u>12</u>	<u>8</u>
<u>CAREER/TECHNICAL</u>		
Arts/Humanities	20	7
Health Sciences	7	5
Technical Engineering	7	N/A
Elec./Math/Computer Science	6	6
Mech./Arch./Construction Engineering	N/A	N/A
Natural Science/Primary Industry	N/A	N/A
Social Sciences	26	7
Sec./Merch./Sales	7	10
Management/Administration	9	4
Total	<u>7</u>	<u>5</u>
<u>UNIVERSITY</u>		
No Specialization	11	23
Education	2	4
Fine Arts/Humanities	11	12
Commerce/Economics/Law	3	6
Social Sciences	9	9
Agriculture/Biology	6	13
Engineering	5	N/A
Medical/Health	8	2
Math/Physical Sciences	5	4
Total	<u>6</u>	<u>8</u>

SOURCE: Statistics Canada, National Graduates Survey (1984), unpublished data.

N/A = Not Available.

- NOTES: - Trade/Vocational programs are one-year, work-related programs.
 - Career/Technical programs are two-year, career-related programs.
 - 1982 Graduates by employment experience in 1984.

TABLE 86

AVERAGE ANNUAL SALARY OF UNIVERSITY AND COMMUNITY COLLEGE GRADUATES
BY PROGRAM OF STUDY, BY SEX - MANITOBA, 1984

	AVERAGE ANNUAL SALARY, 1984 (TWO YEARS AFTER GRADUATION)		
	MEN	WOMEN	WOMEN/MEN
<u>COMMUNITY COLLEGE TRADE/VOCATIONAL PROGRAMS</u>			
Arts/Service/Sales	\$14,136	\$10,727	75.9%
Social Science/Health Science	24,000	15,123	63.0
Electrical Technology	20,705	20,000	96.6
Automotive Mechanics	15,264	27,000	176.9
Other Mechanics	19,032	N/A	--
Arch. & Const. Engineering	19,063	16,000	83.9
Indust. & Gen. Engin./Drafting	18,672	11,600	62.1
Natural Sci./Primary Industry	22,769	N/A	--
Secretarial Sciences	13,000	11,573	89.0
Mgmt./Math/Computer Sciences	N/A	11,500	--
Total	18,246	12,436	68.2
<u>COMMUNITY COLLEGE CAREER/TECHNICAL PROGRAMS</u>			
Arts/Humanities	\$15,750	\$13,208	83.9%
Health Sciences	20,667	21,627	104.9
Technical Engineering	19,143	18,400	96.1
Elec./Math/Comp. Sciences	21,667	19,571	90.3
Mech./Arch./Const. Engineering	18,832	N/A	--
Natural Science/Primary Industry	28,625	30,000	104.8
Social Sciences	12,477	16,852	135.1
Sec./Merch./Sales	19,450	15,633	80.4
Management/Administration	18,288	14,877	81.3
Total	19,833	19,516	98.4
<u>UNIVERSITY PROGRAMS</u>			
No Specialization	\$17,500	\$23,625	135.0%
Education	26,172	23,465	89.7
Fine Arts/Humanities	19,520	18,163	93.0
Commerce/Economics/Law	27,089	21,249	78.4
Social Sciences	24,425	17,548	71.8
Agric./Biology	20,740	20,545	99.1
Engineering	26,903	27,250	101.3
Medicine & Health	38,363	26,831	69.9
Math/Physical Science	22,648	19,031	84.0
Total	23,713	21,307	89.9

SOURCE: Statistics Canada, National Graduates Survey (1984), unpublished data.

N/A = Not Available.

- NOTES:
- Trade/Vocational programs are one-year, work-related programs.
 - Career/Technical programs are two-year, career-related programs.
 - 1982 graduates; salary reported for 1984.

TABLE 87

SELECTED MANITOBA PROVINCIAL EDUCATION AND TRAINING
PROGRAMS, ENROLLMENTS/TRAINEES BY SEX, 1985/86

PROGRAM	MEN	WOMEN	TOTAL ENROLLMENT/ TRAINEES	WOMEN AS % OF TOTAL
1. Institutional Based Training				
Community Colleges	6,975	4,922	11,897	41.4%
University	16,010	17,213	33,223	51.8
Hospital Schools of Nursing				
- Registered Nurses	56	753	809	93.1
- Licensed Practical Nurses	5	66	71	93.0
- Registered Psychiatric Nurses	38	104	142	73.2
South Winnipeg Vocational Training Centre	267	80	347	23.1
Stevenson Aviation Technical Training Centre (Apprentices)	30	3	33	9.1
2. Work Experience/Industrial Based Training				
Apprenticeship	2,755	33	2,788	1.2
New Careers	146	193	339	56.9
Volunteers in Public Service	107	123	230	53.5
Co-operative Vocational Training Program	43	23	66	34.8
Department of Education Career Development				
- Affirmative Action Programs ¹	270	442	712	62.1
Selkirk Training Plant	108	12	120	10.0
Student Temporary Employment Program	451	449	900	49.9
Summer Employment - Department Budgetted	652	512	1,164	44.0
Human Resource Opportunity Centres	91	38	129	29.5
Job Access for Young Adults	35	25	60	41.7
Manitoba Jobs and Training	2,508	2,360	4,868	48.5
Limestone Training Employment Agency				
- Trainees	888	176	1,064	16.5
- Graduates	542	113	655	17.3

SOURCE: Manitoba Employment Services and Economic Security, Research and Planning.

NOTES: - This list is not exhaustive, nor are the programs mutually exclusive. Some programs do not have statistics on trainees/enrollments by sex. Some trainees could be included in two or more programs, eg. apprentices at community colleges or at Stevenson, are included in both institutional and work experience programs.

- Periods covered may vary. Most programs report for the 1985/86 fiscal year, but some programs report current enrollments for a given month or enrollment from the commencement of the program. Student program figures are for summer, 1985.

¹Includes the following programs: Northern Nursing, Northern Bachelor Social Work, BUNTEP, Community College Access, Brandon General Hospital, Professional Health, Special Pre-Medical Studies, University of Manitoba Access, Winnipeg Educational Centre, Inner City Nursing, Electrical/Electronics Technology, Access North Thompson and Access North The Pas.

LABOUR FORCE SURVEY DEFINITIONS

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Simplified definitions of key labour market variables used in Statistics Canada's Labour Force Survey are provided below. For more comprehensive notes and explanations, see: Statistics Canada, The Labour Force, Cat. No. 71-001 (monthly).

Working Age Population: is composed of that portion of the civilian non-institutional population who are 15 years of age and over. Note that Indian reservations and remote northern Manitoba communities are not included in the Labour Force Survey.

Labour Force: includes all persons in the working age population who, during the survey's reference week, were either employed or unemployed (i.e., labour force participants).

Participation Rate: the number of persons in the labour force (i.e., employed or unemployed) as a percentage of the working age population.

Employed: includes all persons who, during the reference week (a) did any work at all (i.e., work includes paid work in the context of an employer-employee relationship, self-employment and unpaid family work); and (b) had a job but did not work because of illness, vacations, bad weather, labour disputes, or various other reasons (note that persons on lay-off and persons with a job due to start at some definite future date are not included as employed).

Unemployed: includes those persons who, during the reference week (a) were without work, had actively looked for work in the past four weeks, and were available for work; (b) had not actively looked for work in the past four weeks but had been on lay-off for 26 weeks or less and were available for work; and (c) had not actively looked for work in the past four weeks but had a new job to start in four weeks or less and were available for work.

Unemployment Rate: the number of unemployed persons as a percentage of the labour force.

Not in the Labour Force: includes all persons in the working age population who, during the reference week, were neither employed or unemployed (i.e., were not in the labour force).

Industry and Occupation: industry groupings are those in the 1970 Standard Industrial Classification Manual while occupational groupings are from the 1971 Census Classification of Occupations Manual.